



International American Education Federation, Inc., d/b/a International Leadership of Texas

Meeting of the Board of Directors of International Leadership of Texas

Date and Time

Wednesday May 17, 2017 at 6:30 PM

Location

ILTexas District Office - 1820 N. Glenville Dr., #100, Richardson, TX 75081

Meeting Notice

In compliance with the Texas Open Meetings Act, the Texas Government Code, Chapter 551, timely public advance written notice (at least 72 hours before the scheduled time of the meeting) is given of the subjects the Board of Directors of International Leadership of Texas (the "Board"), and the Board will convene a Regular Open Meeting of the Board of Directors of International Leadership of Texas on the date and time and location set forth herein. The Board hereby certifies that this notice was posted on a bulletin board or on something akin thereto or at a place readily accessible and convenient to the public at 1820 N. Glenville Dr., #100, Richardson, TX 75081. ILTexas Board agendas are posted on the glass window at the main entrance of the District Office at the address set forth above, as well as online at www.ILTexas.org. The items on this Agenda may be taken in any order.

/s/ Finn Simmenssen, For ILTexas' Board

Mission Statement

The mission of ILTexas is to prepare students for exceptional leadership roles in the international community by emphasizing servant leadership, mastering the English, Spanish, and Chinese languages, and strengthening the mind, body and character.

Public Comment Guidelines During Regular Board Meetings

The public is invited to attend Regular Board Meetings of the International Leadership of Texas Board of Directors. All meetings (unless otherwise noted) are held at the ILTexas District Office, 1820 N. Glenville Dr., #100, Richardson, Texas 75081. The public is encouraged to attend public board meetings and to address their issues and concerns within the limitations set by the Board, First Amendment Rights, and by law. It is the intent of ILTexas and the expectations of the community to expect that all board meetings be conducted in accordance with proper decorum and be civil, peaceful, and professional.

The public may address the Board at the regularly scheduled board meeting. Each person will have up to three (3) minutes to speak. In order to speak, please adhere to the following procedures:

- The public shall physically come to ILTexas District Office at 6:30 PM and announce their presence and intent to speak at the reception desk and complete the Audience Participation Sign-Up Sheet; or
- For those residents living in the Houston area and wish to speak in the Houston area, you must sign up by calling Board Services at (972) 479-9078 no later than 4:00 p.m. on the day before the meeting. In addition, you must contact your campus principal or assistant principal.

For those residents living in the Houston area and have signed up to speak per the above, a room will be set up at the respective ILTexas campus so that the s/he may watch, listen and speak during the allotted time. The campus will have a room set up for the public to watch, listen and speak during the allotted time. Please confirm your attendance with the campus principal or assistant principal, as the necessary technology and security will need to be implemented. In addition, the public must physically come to designated Houston-area location at 6:30 PM and announce their presence and intent to speak and complete the Audience Participation Sign-Up Sheet.

Closed/Executive Session Legal Authorization

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting or the Board determines that a closed or executive meeting or session is authorized or required by the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq., the Board will conduct such closed or executive meeting or session in accordance with the Texas Open Meetings Act, Texas Government Code, Chapter 551, Subchapters D and E, or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

Agenda

Purpose Presenter Duration

I. Opening Items

- | | | | |
|--|--------------------|---------------------|--|
| A. Call the Meeting to Order | | Curtis Donaldson | |
| B. Record Attendance and Guests | | Curtis Donaldson | |
| C. Approve Minutes | Approve Minutes | Curtis Donaldson | |

CERTIFICATION OF THIS DOCUMENT AS THE MINUTES OF THE April 19, 2017 REGULAR MEETING: The Board President / Board Secretary of the Corporation, hereby certifies that the attached represents a true copy of the minutes of the identified Meeting of the Directors of the Corporation, duly held on April 19, 2017.

II. Public Comment (if any)

III. Executive/Closed Session

IV. The Office of the Superintendent [Reports & Discussion]

- | | | | |
|---------------------------------|-----|-----------------------|----|
| A. Superintendent Report | FYI | Eddie Conger | 15 |
| B. CFO Report | FYI | Jerry McCreight | 15 |
| C. CAO Report | FYI | Dr. Laura Carrasco | 15 |

| | | | |
|---|---------|---------------------|---|
| D. Discussion of Proposed Student/ Parent Handbook and Code of Conduct 2017-2018 | Discuss | Angela Marcellus | 5 |
|---|---------|---------------------|---|

Discuss proposed changes to the 2017-18 for the Student/Parent Handbook and Code of Conduct. No Action to be Taken (proposed Board vote to be taken during June's meeting).

V. Office of the Superintendent Action Items

| | | | |
|--|------|---------------------|---|
| A. 2017-2018 Compensation for the Superintendent | Vote | Curtis Donaldson | 5 |
|--|------|---------------------|---|

Consider and Take Action to Approve the 2017-2018 academic year compensation for the Superintendent.

RESOLUTION

The Board hereby resolves that the 2017-2018 academic year compensation for the Superintendent is fair, reasonable and not excessive based on comparability data and approves the same. PASSED AND APPROVED BY THE MAJORITY OF MEMBERS OF THE BOARD OF DIRECTORS OF INTERNATIONAL AMERICAN FEDERATION, INC., ON THE DATE OF THIS MEETING.

VI. Finance Action Items

VII. Curriculum Action Items

| | | | |
|---|------|-----------------------|---|
| A. Waiver of Portion of Student Handbook Re: National Honor Society | Vote | Dr. Laura Carrasco | 5 |
|---|------|-----------------------|---|

Consider and Take Action to Waive the portion of the 2016-2017 Student Handbook relating to National Honor Society (NHS), so that the District follows the guidelines and/or bylaws of NHS focusing on a student's cumulative grade point average, and particularly waive the clause "with no grade lower than 90.0." on page 78 and waive the clause "with no grade lower than 85.0" on page 79.

RESOLUTION

The Board hereby resolves that the following clauses on Pages 78-79, respectively, of the 2016-2017 Student Handbook are waived: "with no grade lower than 90.0" and "with no grade lower than 85.0." The Board action shall take effect immediately upon passage unless otherwise noted. PASSED AND APPROVED BY THE MAJORITY OF MEMBERS OF THE BOARD OF DIRECTORS OF INTERNATIONAL AMERICAN FEDERATION, INC., ON THE DATE OF THIS MEETING.

VIII. Other Action Items

| | | | |
|---------------------------------------|------|------------------|----|
| A. Food Services: Vended Meals | Vote | Yolanda Banks | 20 |
|---------------------------------------|------|------------------|----|

Consider and Take Action to Authorize the Administration to Negotiate and Enter into an Agreement with Revolution Foods ("Vendor") on the Vended Meals RFP.

RESOLUTION

The Board hereby resolves that the District is authorized to Negotiate and Enter into an Agreement with Revolution Foods ("Vendor") on the Vended Meals RFP. The Board further resolves that should the Administration and Vendor fail or otherwise decline to enter into an agreement, then the District shall formally end negotiations and proceed into negotiations with the next vendor, as ranked, until an agreement is reached or contract rebid. The Board action shall take effect immediately upon passage unless otherwise noted. PASSED AND APPROVED BY THE MAJORITY OF MEMBERS OF THE BOARD OF DIRECTORS OF INTERNATIONAL AMERICAN FEDERATION, INC., ON THE DATE OF THIS MEETING.

IX. Closing Items

A. Adjourn Meeting

Vote

Curtis
Donaldson

Cover Sheet

Approve Minutes

Section: I. Opening Items
Item: C. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: 04-19-2017 Regular Meeting Minutes for certification.pdf

BACKGROUND:
4/19/2017 Meeting Minutes



INTERNATIONAL LEADERSHIP OF TEXAS

International Leadership of Texas Board of Directors Regular Meeting
 Wednesday, April 19, 2017, 6:30 p.m.
 ILTexas District Office – 1820 North Glenville Drive, Suite 100, Richardson, TX 75081

AGENDA

| ITEM | TAB |
|---|------------|
| I. Call to Order | |
| II. General/Public Comment | |
| III. Approval of previous Board Meeting Minutes | 1 |
| IV. CEO/Superintendent Report – Eddie Conger | 2 |
| a. CFO – Jerry McCreight | 3 |
| b. CAO – Dr. Laura Carrasco | 4 |
| c. Hear update of 2017-2018 Strategic Development Plan by Katie Sauce, Director of Development and by Whitney Strauss, EVP Davis Advocates | 5 |
| d. Discuss TEA’s FIRST Rating of ILTexas: ILTexas’ rating on the state’s financial accountability system. | 6 |
| e. Discuss parent feedback and staff action | 7 |
| V. Executive Session | |
| a. Discuss Personnel Hiring, Termination, and Resignations. | - no tab - |
| b. Discuss Real Estate and any potential or ongoing litigation. | - no tab - |
| VI. Action Items | |
| a. Discuss/Act on hiring new personnel, terminations, and resignations. | - no tab - |
| b. Discuss/Act on approval of ILTexas Dual Credit ADA Proposal. | 8 |
| c. Discuss/Act on authorizing Administration to negotiate and contract with a vendor for internet services as set forth on E-Rate Form 470. | 9 |
| d. Discuss/Act on Resolution authorizing Administration to negotiate and contract with winning proposer CORE Construction as Construction Manager-At-Risk for JROTC Project and, should said negotiation fail, to do likewise with the next runner-up or to re-bid the Project. | 10 |
| e. [Item stricken from Agenda]. | [11] |
| VII. Adjournment | |

[CERTIFICATION PAGE FOLLOWS]



INTERNATIONAL LEADERSHIP OF TEXAS

CERTIFICATION OF THIS DOCUMENT AS THE MINUTES OF THE April 19, 2017 REGULAR MEETING:

The undersigned, being the Board President / Board Secretary of the Corporation, hereby certifies that the foregoing represents a true copy of the minutes of the identified Meeting of the Directors of the Corporation, duly held on April 19, 2017.

(at least one signature, please)

Jorge Flores, Board Secretary

Date certifying

Other member if Secretary is absent

Date certifying

Cover Sheet

Superintendent Report

Section: IV. The Office of the Superintendent [Reports & Discussion]
Item: A. Superintendent Report
Purpose: FYI
Submitted by:
Related Material: Supt May 2017 Board Update.pdf

BACKGROUND:
May 2017 Update



INTERNATIONAL LEADERSHIP OF TEXAS

Superintendent's Report – May 17, 2017

1. STAAR Testing complete. Over 7,000 answer documents shipped. No significant issues with the administration of the test. Major accomplishment for our Director of Data and Testing, Mrs. Tiffany Harrod. Now it is a matter of waiting for the results.
2. Road Scholar Trips are in full motion. We have 371 students and staff on the 7th grade trips which are coordinated by Tiffany Harrod and the Assistant Principals and district staff that is supporting. Tonight we have students in San Antonio, Corpus Christi and Houston. Our 8th grade trip has 260 students and staff and today visited the Capitol and had a great meeting with Congressman Pete Sessions. Photo on our website and many more pictures on Instagram and Twitter. Tonight is the last night that we will be staying in the cabins in Prince William Forest. Things so far all around have been exceptional. Very pleased that we flew in four different flights on day one from DFW and Houston and we managed to get everyone safely into the forest I do not believe there is a school district anywhere in America that has that many students on the road for this long of a period for such an incredible educational tour. Next month it is 30 days in China for about 28 students and staff.
3. End of school is May 25th and graduation is the following week. We have a two day leadership training for all of our Principals and Assistant Principals June 12-13th. All are invited to stop by have lunch or dinner with us on the 12th.
4. Current enrollment numbers are just over 15,000 for next year. Our new campuses continue to recruit, added advertising in the Windmill Lakes area, and all four campuses we rolled out the recruitment voucher of \$50 for each kid that they formally recruit and the student actually enrolls. I am confident that we will be at 16,000 when school starts and they hand over the new campuses.
5. The Commissioner of Education approved our request for expansion for 2018 and 2019 campuses. Total authorization is now 49,000 students.
6. Today met with the Director of the Marine Corps JROTC program and we are exploring the uniqueness of ILTexas in that we would like to have the district recognized as the high headquarters and each one of our campuses as a satellite of



INTERNATIONAL LEADERSHIP OF TEXAS

the district. We will be a unique model that they have not tried before but they very optimistic about it. It makes things much more efficient.

7. Board Training prior to December. Executive Director of Professional Development will be in place on June 1st and it will be her responsibility to support the board members to make sure we are 100% by the end of November 2017.

Cover Sheet

CFO Report

Section: IV. The Office of the Superintendent [Reports & Discussion]
Item: B. CFO Report
Purpose: FYI
Submitted by:
Related Material: April Financials.pdf
CFO Report May Board Meeting.pdf

BACKGROUND:
Statements of Financial Position As of March 31, 2017

**INTERNATIONAL LEADERSHIP OF TEXAS
STATEMENT OF FINANCIAL POSITION
AS OF APRIL 30, 2017**

| ASSETS | AUDITED | |
|--|-----------------------|-----------------------|
| | <u>August 2016</u> | <u>April 2017</u> |
| CURRENT ASSETS | | |
| Cash and cash equivalents | \$ 18,263,076 | \$ 20,049,812 |
| Due from TEA | 4,196,428 | 3,992,996 |
| Accounts receivable, net | 183,490 | 4,358,067 |
| Deferred expense | - | - |
| Total Current Assets | <u>22,642,994</u> | <u>28,400,875</u> |
| Capitalized bond issuance costs | 739,887 | 739,887 |
| PROPERTY AND EQUIPMENT | | |
| Land | 9,433,537 | 9,433,537 |
| Buildings | 83,103,863 | 83,103,863 |
| Furniture and equipment | 5,677,677 | 8,642,466 |
| Vehicles | 1,138,143 | 1,303,143 |
| Less accumulated depreciation | <u>(5,214,041)</u> | <u>(8,209,823)</u> |
| Total Property and Equipment | <u>94,139,180</u> | <u>94,273,186</u> |
| Total Assets | <u>\$ 117,522,061</u> | <u>\$ 123,413,948</u> |
| LIABILITIES | | |
| CURRENT LIABILITIES | | |
| Accounts Payable | 1,572,747 | 1,581,747 |
| Due to student groups | - | - |
| Due to other governments | 129,201 | 129,201 |
| Deferred revenue | 1,162,378 | 6,201,383 |
| Accrued wages payable | 2,232,764 | 1,711,672 |
| Payroll deductions and withholdings | 518,720 | 80,135 |
| Accrued expenses | - | 700,000 |
| Other Liabilities | - | 145 |
| Current portion of capital lease payable | - | - |
| Current portion of long-term debt | <u>575,488</u> | <u>575,488</u> |
| Total Current Liabilities | <u>6,191,298</u> | <u>10,979,771</u> |
| LONG-TERM LIABILITIES | | |
| Loans | - | 2,399,080 |
| Long-term debt | <u>111,991,068</u> | <u>111,752,811</u> |
| Total Long-Term Liabilities | <u>111,991,068</u> | <u>114,151,891</u> |
| Total Liabilities | <u>\$ 118,182,366</u> | <u>\$ 125,131,662</u> |
| NET ASSETS | | |
| Unrestricted | (708,903) | (671,140) |
| Temporarily restricted | 48,598 | 2,625 |
| Permanently restricted | - | 8,210 |
| Revenue/Expenses | - | <u>(1,057,409)</u> |
| Total Net Assets | <u>(660,305)</u> | <u>(1,717,715)</u> |
| Total Liabilities and Net Assets | <u>\$ 117,522,061</u> | <u>\$ 123,413,948</u> |

***Internally Prepared Financial Statements

**INTERNATIONAL LEADERSHIP OF TEXAS
STATEMENT OF ACTIVITIES - BUDGET TO ACTUAL
FOR THE EIGHT MONTHS ENDED APRIL 30, 2017**

| | Approved <u>Budget</u> | <u>April 2017</u> | <u>Percent</u> |
|---|---------------------------|----------------------|----------------|
| REVENUE | | | |
| Local Revenue: | | | |
| Foundations, Other Non-Profit Organizations, Gifts and Bequests | \$ 3,235,740 | \$ 3,764,034 | 116.33% |
| SSA-Local Revenue from Member Districts | - | - | 0.00% |
| Food Service Activity | 548,072 | 657,665 | 120.00% |
| Athletic Activities | - | 4,295 | 0.00% |
| Other Revenue from local sources | - | 2,550,000 | 0.00% |
| Total Local Revenue | <u>3,783,812</u> | <u>6,975,994</u> | <u>184.36%</u> |
| State Program Revenue: | | | |
| Foundation School Program Act Revenue | 83,380,761 | 54,585,769 | 65.47% |
| State Program Revenue Distributed by TEA | 1,412,124 | 546,448 | 38.70% |
| State Program Revenue Distributed by other than TEA | - | 750 | 0.00% |
| Total State Program Revenue | <u>84,792,885</u> | <u>55,132,967</u> | <u>65.02%</u> |
| Federal Program Revenue: | | | |
| National School Breakfast and Lunch Program | 1,588,547 | 1,233,935 | 77.68% |
| Federal Program Revenue Distributed by TEA | 2,600,000 | 1,776,325 | 68.32% |
| Federal Program Revenue Distributed by other than TEA | - | - | 0.00% |
| Total Federal Program Revenue | <u>4,188,547</u> | <u>3,010,260</u> | <u>71.87%</u> |
| Net Assets Released from Restrictions: | | | |
| Restrictions Satisfied by Payments | - | - | - |
| Total Revenue | <u>\$ 92,765,244</u> | <u>\$ 65,119,221</u> | <u>70.20%</u> |
| EXPENSES | | | |
| Program Services: | | | |
| Instruction | \$ 46,572,718 | 31,628,685 | 67.91% |
| Instruction Resources and Media | 341,582 | 259,219 | 75.89% |
| Curriculum and Instructional Staff Development | 1,166,439 | 1,195,436 | 102.49% |
| Instructional Leadership | 584,519 | 457,998 | 78.35% |
| School Leadership | 5,847,906 | 4,439,999 | 75.92% |
| Guidance, Counseling, and Evaluating Services | 2,452,865 | 2,068,012 | 84.31% |
| Health Services | 1,042,903 | 728,900 | 69.89% |
| Student Transportation | 557,947 | 466,889 | 83.68% |
| Food Services | 2,348,743 | 2,303,254 | 98.06% |
| Extracurricular Activities | 1,205,236 | 1,435,153 | 119.08% |
| General Administration | 3,623,674 | 2,739,556 | 75.60% |
| Facilities Maintenance and Operations | 13,039,964 | 9,399,360 | 72.08% |
| Security and Monitoring Services | 1,037,246 | 816,516 | 78.72% |
| Data Processing | 1,496,228 | 2,092,522 | 139.85% |
| Community Services | 1,413,440 | 1,457,719 | 103.13% |
| Debt Service | 8,262,924 | 4,589,997 | 55.55% |
| Fundraising | - | - | 0.00% |
| Other | 250,000 | 97,416 | 38.97% |
| Total Expenses | <u>91,244,334</u> | <u>66,176,630</u> | <u>72.53%</u> |
| CHANGE IN NET ASSETS | 1,520,910 | \$ (1,057,409) | |

***Internally Prepared Financial Statements

**INTERNATIONAL LEADERSHIP OF TEXAS
STATEMENT OF CASH FLOWS
FOR THE EIGHT MONTHS ENDED APRIL 30, 2017**

| RECONCILIATION OF CHANGE IN NET ASSETS TO NET CASH PROVIDED BY OPERATING ACTIVITIES | <u>April 2017</u> |
|--|-----------------------------|
| Change in net assets | \$ (1,057,409) |
| Adjustments to reconcile change in net assets to net cash provided by operating activities: | |
| Depreciation | 2,995,782 |
| (Increase) decrease in due from TEA | 203,432 |
| (Increase) decrease in accounts receivable | (4,174,577) |
| Increase (decrease) in accounts payable | 9,000 |
| Increase (decrease) in due to other governments | - |
| Increase (decrease) in deferred revenue | 5,039,005 |
| Increase (decrease) in wages payable | (521,092) |
| Increase (decrease) in payroll deductions and withholdings | (438,585) |
| Increase (decrease) in accrued expenses | 700,145 |
| Increase (decrease) in short-term debt | - |
| Net Cash Provided (Used) by Operating Activities | <u>2,755,701</u> |
| CASH FLOWS FROM INVESTING ACTIVITIES | |
| Purchase of land, buildings, and equipment | <u>(3,129,788)</u> |
| Net Cash Provided (Used) by Investing Activities | <u>(3,129,788)</u> |
| CASH FLOWS FROM FINANCING ACTIVITIES | |
| Issuance of long-term debt | 2,555,372 |
| Principal payments on debt | <u>(394,549)</u> |
| Net Cash Provided (Used) by Financing Activities | <u>2,160,823</u> |
| NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS | 1,786,736 |
| CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR | <u>18,263,076</u> |
| CASH AND CASH EQUIVALENTS, END OF YEAR | <u><u>\$ 20,049,812</u></u> |

School Year: 2016-2017 District: INTERNATIONAL LEADERSHIP OF TEXAS (ILT), 057848 Payment Class: 5
Date: 5/16/2017 11:07 AM

FSF Allotment: \$80,133,514
Adjustments to Allotments: (\$132,480)
Less Total Paid to Date: \$58,980,183
Remaining Balance: \$21,020,851

| Month | Balance | Rate | Payment |
|--------|--------------|-------|-------------|
| May | \$21,020,851 | 18.5 | \$3,888,857 |
| June | \$17,131,994 | 31.8 | \$5,447,974 |
| July | \$11,684,020 | 46.7 | \$5,456,437 |
| August | \$6,227,583 | 100.0 | \$6,227,583 |

ASF Adjusted Allotment: \$1,877,619
Less Total Paid to Date: \$1,338,900
Adjusted ASF Balance: \$538,719

Done

INTERNATIONAL LEADERSHIP OF TEXAS
STATEMENT OF FINANCIAL POSITION
AS OF MARCH 31, 2017

| ASSETS | AUDITED | |
|--|-----------------------|-----------------------|
| | <u>August 2016</u> | <u>March 2017</u> |
| CURRENT ASSETS | | |
| Cash and cash equivalents | \$ 18,263,076 | \$ 20,454,493 |
| Due from TEA | 4,196,428 | 3,992,996 |
| Accounts receivable, net | 183,490 | 4,108,795 |
| Deferred expense | - | - |
| Total Current Assets | <u>22,642,994</u> | <u>28,556,284</u> |
| Capitalized bond issuance costs | 739,887 | 739,887 |
| PROPERTY AND EQUIPMENT | | |
| Land | 9,433,537 | 9,433,537 |
| Buildings | 83,103,863 | 83,103,863 |
| Furniture and equipment | 5,677,677 | 8,642,466 |
| Vehicles | 1,138,143 | 1,149,356 |
| Less accumulated depreciation | (5,214,041) | (7,870,034) |
| Total Property and Equipment | <u>94,139,180</u> | <u>94,459,189</u> |
| Total Assets | <u>\$ 117,522,061</u> | <u>\$ 123,755,360</u> |
| LIABILITIES | | |
| CURRENT LIABILITIES | | |
| Accounts Payable | 1,572,747 | 1,581,747 |
| Due to student groups | - | - |
| Due to other governments | 129,201 | 129,201 |
| Deferred revenue | 1,162,378 | 7,075,466 |
| Accrued wages payable | 2,232,764 | 1,711,672 |
| Payroll deductions and withholdings | 518,720 | 75,458 |
| Accrued expenses | - | 350,000 |
| Other Liabilities | - | 145 |
| Current portion of capital lease payable | - | - |
| Current portion of long-term debt | 575,488 | 575,488 |
| Total Current Liabilities | <u>6,191,298</u> | <u>11,499,177</u> |
| LONG-TERM LIABILITIES | | |
| Loans | - | 2,296,087 |
| Long-term debt | 111,991,068 | 111,794,917 |
| Total Long-Term Liabilities | <u>111,991,068</u> | <u>114,091,004</u> |
| Total Liabilities | <u>\$ 118,182,366</u> | <u>\$ 125,590,181</u> |
| NET ASSETS | | |
| Unrestricted | (708,903) | (671,140) |
| Temporarily restricted | 48,598 | 2,625 |
| Permanently restricted | - | 8,210 |
| Revenue/Expenses | - | (1,174,515) |
| Total Net Assets | <u>(660,305)</u> | <u>(1,834,821)</u> |
| Total Liabilities and Net Assets | <u>\$ 117,522,061</u> | <u>\$ 123,755,360</u> |

***Internally Prepared Financial Statements

**INTERNATIONAL LEADERSHIP OF TEXAS
STATEMENT OF ACTIVITIES - BUDGET TO ACTUAL
FOR THE SEVEN MONTHS ENDED MARCH 31, 2017**

| | Approved <u>Budget</u> | <u>March 2017</u> | <u>Percent</u> |
|---|---------------------------|-------------------|----------------|
| REVENUE | | | |
| Local Revenue: | | | |
| Foundations, Other Non-Profit Organizations, Gifts and Bequests | \$ 3,235,740 | \$ 2,536,910 | 78.40% |
| SSA-Local Revenue from Member Districts | - | - | 0.00% |
| Food Service Activity | 548,072 | 577,277 | 105.33% |
| Athletic Activities | 0 | 4,295 | #DIV/0! |
| Other Revenue from local sources | - | 2,550,000 | #DIV/0! |
| Total Local Revenue | 3,783,812 | 5,668,482 | 149.81% |
| State Program Revenue: | | | |
| Foundation School Program Act Revenue | 83,380,761 | 47,733,709 | 57.25% |
| State Program Revenue Distributed by TEA | 1,412,124 | 539,939 | 38.24% |
| State Program Revenue Distributed by other than TEA | - | 750 | #DIV/0! |
| Total State Program Revenue | 84,792,885 | 48,274,398 | 56.93% |
| Federal Program Revenue: | | | |
| National School Breakfast and Lunch Program | 1,588,547 | 1,006,308 | 63.35% |
| Federal Program Revenue Distributed by TEA | 2,600,000 | 1,876,325 | 72.17% |
| Federal Program Revenue Distributed by other than TEA | - | - | #DIV/0! |
| Total Federal Program Revenue | 4,188,547 | 2,882,633 | 68.82% |
| Net Assets Released from Restrictions: | | | |
| Restrictions Satisfied by Payments | - | - | - |
| Total Revenue | \$ 92,765,244 | \$ 56,825,513 | 61.26% |
| EXPENSES | | | |
| Program Services: | | | |
| Instruction | \$ 46,572,718 | 27,925,296 | 59.96% |
| Instruction Resources and Media | 341,582 | 225,445 | 66.00% |
| Curriculum and Instructional Staff Development | 1,166,439 | 1,032,207 | 88.49% |
| Instructional Leadership | 584,519 | 404,824 | 69.26% |
| School Leadership | 5,847,906 | 3,780,028 | 64.64% |
| Guidance, Counseling, and Evaluating Services | 2,452,865 | 1,849,190 | 75.39% |
| Health Services | 1,042,903 | 649,048 | 62.23% |
| Student Transportation | 557,947 | 426,229 | 76.39% |
| Food Services | 2,348,743 | 1,962,180 | 83.54% |
| Extracurricular Activities | 1,205,236 | 1,192,275 | 98.92% |
| General Administration | 3,623,674 | 2,429,955 | 67.06% |
| Facilities Maintenance and Operations | 13,039,964 | 8,101,711 | 62.13% |
| Security and Monitoring Services | 1,037,246 | 711,958 | 68.64% |
| Data Processing | 1,496,228 | 1,793,737 | 119.88% |
| Community Services | 1,413,440 | 1,388,159 | 98.21% |
| Debt Service | 8,262,924 | 4,030,363 | 48.78% |
| Fundraising | - | - | 0.00% |
| Other | 250,000 | 97,421 | 38.97% |
| Total Expenses | 91,244,334 | 58,000,028 | 63.57% |
| CHANGE IN NET ASSETS | 1,520,910 | \$ (1,174,515) | |

***Internally Prepared Financial Statements

**INTERNATIONAL LEADERSHIP OF TEXAS
STATEMENT OF CASH FLOWS
FOR THE SEVEN MONTHS ENDED MARCH 31, 2017**

| | <u>March 2017</u> |
|---|----------------------|
| RECONCILIATION OF CHANGE IN NET ASSETS TO NET CASH PROVIDED BY OPERATING ACTIVITIES | |
| Change in net assets | \$ (1,174,515) |
| Adjustments to reconcile change in net assets to net cash provided by operating activities: | |
| Depreciation | 2,655,992 |
| (Increase) decrease in due from TEA | 203,432 |
| (Increase) decrease in accounts receivable | (3,925,305) |
| Increase (decrease) in accounts payable | 9,000 |
| Increase (decrease) in due to other governments | - |
| Increase (decrease) in deferred revenue | 5,913,088 |
| Increase (decrease) in wages payable | (521,092) |
| Increase (decrease) in payroll deductions and withholdings | (443,262) |
| Increase (decrease) in accrued expenses | 350,145 |
| Increase (decrease) in short-term debt | - |
| Net Cash Provided (Used) by Operating Activities | <u>3,067,484</u> |
| CASH FLOWS FROM INVESTING ACTIVITIES | |
| Purchase of land, buildings, and equipment | <u>(2,976,002)</u> |
| Net Cash Porvided (Used) by Investing Activities | <u>(2,976,002)</u> |
| CASH FLOWS FROM FINANCING ACTIVITIES | |
| Issuance of long-term debt | 2,099,936 |
| Principal payments on debt | <u>-</u> |
| Net Cash Provided (Used) by Financing Activities | <u>2,099,936</u> |
| NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS | 2,191,418 |
| CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR | <u>18,263,076</u> |
| CASH AND CASH EQUIVALENTS, END OF YEAR | <u>\$ 20,454,494</u> |

Cover Sheet

CAO Report

Section: IV. The Office of the Superintendent [Reports & Discussion]

Item: C. CAO Report

Purpose: FYI

Submitted by:

Related Material:

Carrasco Board Report Supplement_ 5 18 2017 college admissions.pdf

Carrasco Board Report_ 5 17 2017.pdf

GHS Class of 2017, CAO Board Report Supplement

| | | College (4year in Bold) | Status | US News & World Report Rankings | Notes |
|----|----|--|---------------|--|---|
| 1 | 1 | Blinn College | Accepted | NR | NR--Not Ranked NLAC-- National Liberal Arts Colleges |
| 2 | | Texas A&M University-Commerce | Submitted | | |
| 3 | 2 | Texas A&M University-Commerce | Submitted | | TP--Top Public Schools |
| 4 | | DCCCD-Richland College | Accepted | NR | |
| 5 | 3 | Texas A&M University-Commerce | Submitted | | |
| 6 | 4 | Texas A&M University-Corpus Christi | Accepted | NR | |
| 7 | | Texas A&M University at Galveston | Accepted | NR | |
| 8 | | Rose Hulman Institute of Technology | Accepted | | |
| 9 | | Rice University | Submitted | | |
| 10 | 5 | Blinn College | Accepted | NR | |
| 11 | | Texas A&M University | Submitted | | |
| 12 | | Texas A&M University-Commerce | Submitted | | |
| 13 | | Baylor University | Submitted | | |
| 14 | | Oklahoma Christian University | Accepted | NR | |
| 15 | 6 | The University of Texas at Dallas | Accepted | 146/ TP: 74 | |
| 16 | | The University of North Texas | Accepted | NR | |
| 17 | | The University of Texas at Arlington | Accepted | NR | |
| 18 | | Austin College | Accepted | 105 NLAC | |
| 19 | | Southern Methodist University | Submitted | | |
| 20 | 7 | DCCCD-Eastfield College | Accepted | NR | |
| 21 | | The University of Texas at Dallas | Submitted | | |
| 22 | | Texas A&M University-Commerce | Submitted | | |
| 23 | | Sam Houston State University | Submitted | | |
| 24 | | Baylor University | Submitted | | |
| 25 | | Texas A&M University-Kingsville | Accepted | | |
| 26 | | Lamar University | Submitted | | |
| 27 | | Texas A&M University-Texarkana | Submitted | | |
| 28 | | The University of Texas at Tyler | Submitted | | |
| 29 | | The University of Houston - Victoria | Submitted | | |
| 30 | | The University of North Texas at Dallas | Submitted | | |
| 31 | | Rensselaer Polytechnic Institute | Submitted | | |
| 32 | | Art Institute of Dallas | Accepted | | |
| 33 | 8 | Texas A&M University-Commerce | Submitted | | |
| 34 | 9 | DCCCD-Eastfield College | Accepted | NR | |
| 35 | 10 | Texas A&M University-Commerce | Submitted | | |
| 36 | 11 | The University of Texas at Dallas | Accepted | 146/ TP: 74 | |

| | | | | |
|----|----|--|-----------|-------------|
| 37 | | Texas A&M University-Commerce | Submitted | |
| 38 | | Texas Woman's University | Submitted | |
| 39 | | Albion College | Accepted | |
| 40 | | Dartmouth College | Submitted | |
| 41 | | Harvard College | Submitted | |
| 42 | | Salem College | Accepted | |
| 43 | | University of Rochester | Submitted | |
| 44 | 12 | Dallas Institute of Funeral Service | Accepted | NR |
| 45 | 13 | Tarleton State University | Accepted | |
| 46 | | Midwestern State University | Accepted | |
| 47 | | Lamar University | Submitted | |
| 48 | | Texas State University | Submitted | |
| 49 | | The University of Texas at Dallas | Submitted | |
| 50 | | Texas A&M University-Commerce | Accepted | |
| 51 | | The University of North Texas | Accepted | |
| 52 | | Albion College | Submitted | |
| 53 | | Austin College | Accepted | |
| 54 | | Baldwin Wallace University | Submitted | |
| 55 | 14 | Indiana University - Bloomington | Accepted | 86/ TP: 36 |
| 56 | | SUNY Binghamton University | Accepted | |
| 57 | | University of Massachusetts Amherst | Accepted | 74/ TP:27 |
| 58 | | The Ohio State University | Accepted | |
| 59 | | Denison University | Accepted | |
| 60 | | The University of Texas at Austin | Submitted | |
| 61 | | Beloit College | Submitted | |
| 62 | 15 | DCCCD-Eastfield College | Accepted | NR |
| 63 | | Texas A&M University-Commerce | Submitted | |
| 64 | 16 | Texas A&M University-Commerce | Submitted | |
| 65 | | Lamar University | Submitted | |
| 66 | | The University of Texas at Dallas | Submitted | |
| 67 | | Angelo State University | Submitted | |
| 68 | | The University of North Texas at Dallas | Submitted | |
| 69 | | Texas State University | Submitted | |
| 70 | | Texas A&M Texarkana | Accepted | |
| 71 | 17 | The University of Texas at Austin | Submitted | |
| 72 | | Texas A&M University | Submitted | |
| 73 | | The University of Texas at Dallas | Accepted | 146/ TP: 74 |
| 74 | | University of Southern California | Submitted | |
| 75 | | University of California System | Submitted | |
| 76 | | Bentley University | Submitted | |
| 77 | | Manhattanville College | Accepted | NR |
| 78 | | Miami University (Ohio) | Accepted | |
| 79 | | Northeastern University | Denied | |

| | | | | |
|-----|----|--|-----------|------------|
| 80 | | The Ohio State University | Denied | |
| 81 | | University of Denver | Accepted | |
| 82 | 18 | DCCCD-Richland College | Accepted | NR |
| 83 | | DCCCD-Brookhaven College | Accepted | NR |
| 84 | | Collin County Community College Distri | Accepted | |
| 85 | | Texas A&M University-Commerce | Submitted | |
| 86 | 19 | The University of Houston - Main Cam | Accepted | |
| 87 | | Arizona State University | Accepted | 129/ TP:61 |
| 88 | | Texas State University | Submitted | |
| 89 | | The University of North Texas | Submitted | |
| 90 | 20 | Texas A&M University-Commerce | Submitted | |
| 91 | | DCCCD-Eastfield College | Accepted | |
| 92 | 21 | Texas Tech University | Accepted | 176/TP: 93 |
| 93 | | Texas Woman's University | Accepted | NR |
| 94 | | Abilene Christian University | Submitted | |
| 95 | | Midwestern State University | Submitted | |
| 96 | 22 | DCCCD-Brookhaven College | Accepted | NR |
| 97 | 23 | The University of Texas at Austin | Accepted | 56/ TP:18 |
| 98 | | Albion College | Accepted | 122 NLAC |
| 99 | | Austin College | Accepted | 105 NLAC |
| 100 | | Baylor University | Submitted | |
| 101 | | Regis University | Accepted | |
| 102 | | Rhodes College | Submitted | |
| 103 | | Rice University | Submitted | |
| 104 | | Saint Mary's College, Notre Dame, Ind | Accepted | |
| 105 | | St. Catherine University | Accepted | NR |
| 106 | | St. Edward's University | Accepted | NR |
| 107 | | Xavier University | Submitted | |
| 108 | 24 | The University of Houston - Main Camp | Submitted | |
| 109 | | Baylor University | Submitted | |
| 110 | | Texas A&M University-Texarkana | Accepted | NR |
| 111 | | The University of Texas at Arlington | Submitted | |
| 112 | | The University of North Texas | Submitted | |
| 113 | | Southern Methodist University | Submitted | |
| 114 | | Texas State University | Accepted | |
| 115 | | Richland College | Accepted | |
| 116 | 25 | Johns Hopkins University | Denied | |
| 117 | | University of Washington-Seattle | Accepted | |
| 118 | | Boston College | Denied | |
| 119 | | Boston University | Denied | |
| 120 | | Brandeis University | Submitted | |
| 121 | | New York University | Submitted | |
| 122 | | Northeastern University | Denied | |

| | | | | |
|-----|----|---|------------------|-----------|
| 123 | | University of Rochester | Submitted | |
| 124 | | University of Virginia | Submitted | |
| 125 | | University of Wisconsin-Madison | Waitlisted | |
| 126 | | University of Michigan | Submitted | |
| 127 | | Texas A&M University-Texarkana | Accepted | NR |
| 128 | 26 | Texas A&M University-Commerce | Submitted | |
| 129 | 27 | Texas A&M University | Accepted | |
| 130 | | The University of Texas at Austin | Submitted | |
| 131 | | The University of North Texas | Accepted | NR |
| 132 | | Southern Methodist University | Submitted | |
| 133 | | The University of Texas at Dallas | Submitted | |
| 134 | 28 | The University of Texas at San Antonio | Submitted | |
| 135 | 29 | The University of Houston - Main Cam | Accepted | |
| 136 | | The University of Texas at Arlington | Accepted | |
| 137 | 30 | The University of Texas at Austin | Submitted | |
| 138 | | The University of Texas at Dallas | Accepted | |
| 139 | | Texas A&M University | Submitted | |
| 140 | | Baylor University | Submitted | |
| 141 | | Boston University | Submitted | |
| 142 | | Illinois Institute of Technology | Accepted | 103 |
| 143 | | Northeastern University | Submitted | |
| 144 | | University of Washington-Seattle | Submitted | |
| 145 | 31 | Drexel University | Submitted | |
| 146 | | Penn State University | Submitted | |
| 147 | | University of Iowa | Accepted | 82/ TP:33 |
| 148 | | SUNY Binghamton University | Submitted | |
| 149 | | Boston University | Submitted | |
| 150 | | Northeastern University | Submitted | |
| 151 | | The Ohio State University | Submitted | |
| 152 | | University of Connecticut | Submitted | |
| 153 | 32 | The University of Texas at Austin | CAP | |
| 154 | | Rice University | Denied | |
| 155 | | Penn State University--University Park | Accepted | 50/ TP:14 |
| 156 | | University of Washington-Seattle | Accepted | |
| 157 | | University of Pittsburgh--Bradford | Accepted | |
| 158 | 33 | Sam Houston State University | Submitted | |
| 159 | | The University of North Texas | Accepted | |
| 160 | | The University of North Texas at Dallas | Submitted | |
| 161 | 34 | Texas Woman's University | Accepted | NR |
| 162 | | The University of North Texas | Accepted | |
| 163 | | Texas State University | Accepted | |
| 164 | | The University of Texas at Austin | Accepted | 56/ TP:18 |
| 165 | | Albion College | Accepted | |

| | | | | |
|-----|----|--|-----------|-----------|
| 166 | | Austin College | Submitted | |
| 167 | 35 | DCCCD-Eastfield College | Accepted | |
| 168 | 36 | The University of Texas at Austin | Accepted | 56/ TP:18 |
| 169 | | Texas A&M University | Accepted | 74/TP: 27 |
| 170 | | Austin College | Accepted | 105 NLAC |
| 171 | | Rhodes College | Accepted | 44 NLAC |
| 172 | | Harvard College | Submitted | |
| 173 | | Pomona College | Submitted | |
| 174 | | Princeton University | Submitted | |
| 175 | | Rice University | Submitted | |
| 176 | | University of Notre Dame | Submitted | |
| 177 | | St. Edward's University | Accepted | NR |
| 178 | | Georgetown University | Submitted | |
| 179 | 37 | DCCCD-Eastfield College | Accepted | NR |
| 180 | | Texas A&M University-Kingsville | Submitted | |
| 181 | | DCCCD-Richland College | Accepted | |
| 182 | 38 | Purdue University | Submitted | |
| 183 | | The Ohio State University | Accepted | 54/TP: 16 |
| 184 | | University of Miami | Accepted | |
| 185 | | Penn State University (2+2) | Accepted | |
| 186 | | University of Washington-Seattle | Accepted | |
| 187 | | University of California Santa Cruz | Accepted | |
| 188 | | Boston University | Accepted | |
| 189 | | Fordham University | Accepted | |
| 190 | | University of California Davis | Accepted | |
| 191 | | University of California Irvine | Accepted | |
| 192 | | Northeastern University | Accepted | |
| 193 | | SUNY Binghamton University | Accepted | |
| 194 | | Michigan State University | Accepted | |
| 195 | 39 | Texas Woman's University | Accepted | NR |
| 196 | | Tarleton State University | Accepted | NR |
| 197 | 40 | Southern Methodist University | Submitted | |
| 198 | | The University of North Texas at Dallas | Submitted | |
| 199 | | University of the Pacific | Submitted | |
| 200 | | Baylor University | Submitted | |
| 201 | | Hult International Business School | Submitted | |
| 202 | | Hawai'i Pacific University | Submitted | |
| 203 | | Southwestern University | Submitted | |
| 204 | | Texas Wesleyan University | Submitted | |
| 205 | | Stephen F. Austin State University | Submitted | |
| 206 | | Texas Woman's University | Submitted | |
| 207 | | Ave Maria University | Submitted | |
| 208 | | Barry University | Submitted | |

| | | | | |
|-----|----|--|-----------------|-----------|
| 209 | | Colorado State University | Accepted | |
| 210 | | Concordia University Irvine | Accepted | |
| 211 | | Florida Southern College | Submitted | |
| 212 | | Johnson & Wales University-North Mi | Accepted | |
| 213 | | Mount Saint Mary College | Accepted | |
| 214 | | Niagara University | Submitted | |
| 215 | | Saint Louis University - Madrid Campus | Submitted | |
| 216 | | University of Central Florida | Submitted | |
| 217 | | Western State Colorado University | Submitted | |
| 218 | | The University of Texas at Dallas | Submitted | |
| 219 | | Prairie View A&M University | Submitted | |
| 220 | | The University of Houston - Victoria | Submitted | |
| 221 | | Texas A&M University-Commerce | Submitted | |
| 222 | 41 | The University of Houston - Victoria | Submitted | |
| 223 | | Texas Woman's University | Submitted | |
| 224 | 42 | Texas Woman's University | Accepted | NR |
| 225 | | The University of Texas at Dallas | Accepted | |
| 226 | 43 | The University of Texas at Austin | CAP | |
| 227 | | Northeastern University | Denied | |
| 228 | | The Ohio State University | Accepted | 54/TP: 16 |
| 229 | | University of Illinois Urbana-Champaign | Wait List | |
| 230 | | University of Washington-Seattle | Accepted | |
| 231 | | Boston University | Denied | |
| 232 | | New York University | Denied | |
| 233 | | Indiana University - Bloomington | Accepted | |
| 234 | 44 | Texas A&M University | Denied | |
| 235 | | University of California Santa Cruz | Accepted | |
| 236 | | University of San Francisco | Accepted | |
| 237 | | University of Delaware | Accepted | |
| 238 | | University of Texas at Dallas | Accepted | |
| 239 | 45 | The University of Texas at Austin | Submitted | |
| 240 | | University of Illinois Urbana-Champaign | Submitted | |
| 241 | | Purdue University | Submitted | |
| 242 | | Southern Methodist University | Accepted | |
| 243 | | Indiana University - Bloomington | Submitted | |
| 244 | | Texas Christian University | Accepted | |
| 245 | 46 | DCCCD-Richland College | Accepted | NR |
| 246 | | Texas A&M University-Commerce | Submitted | |
| 247 | 47 | Collin County Community College Distri | Accepted | NR |
| 248 | | Texas A&M University-Commerce | Submitted | |
| 249 | 48 | The University of Texas at Austin | CAP | |
| 250 | | University of California Davis | Accepted | |
| 251 | | Denison University | Accepted | |

| | | | | |
|-----|----|--|-----------|-----------|
| 252 | | University of California Santa Barbara | Accepted | |
| 253 | | University of California Santa Cruz | Accepted | |
| 254 | | University of California Merced | Accepted | |
| 255 | | University of California Irvine | Accepted | |
| 256 | | Penn State University 2+2 | Accepted | |
| 257 | | The Ohio State University | Submitted | |
| 258 | 49 | The University of North Texas at Dallas | Accepted | NR |
| 259 | | Southern Methodist University | Submitted | |
| 260 | | Texas Christian University | Submitted | |
| 261 | 50 | Sam Houston State University | Submitted | |
| 262 | | DCCCD-Richland College | Accepted | |
| 263 | 51 | DCCCD-Richland College | Accepted | NR |
| 264 | 52 | The University of Houston - Victoria | Submitted | |
| 265 | | Texas A&M University-Commerce | Submitted | |
| 266 | 53 | The University of Texas at Austin | Submitted | |
| 267 | | Texas A&M University | Submitted | |
| 268 | | University of California Los Angeles | Submitted | |
| 269 | | University of California Irvine | Submitted | |
| 270 | | University of California Santa Cruz | Submitted | |
| 271 | 54 | Texas A&M University-Commerce | Accepted | |
| 272 | | DCCCD-Richland College | Accepted | NR |
| 273 | | The University of Texas at Dallas | Accepted | |
| 274 | | The University of North Texas at Dallas | Accepted | |
| 275 | 55 | The University of Texas at Austin | Accepted | 56/ TP:18 |
| 276 | | Texas A&M University | Submitted | |
| 277 | 56 | Baylor University | Submitted | |
| 278 | | Southern Methodist University | Submitted | |
| 279 | | The Ohio State University | Submitted | |
| 280 | | University of Miami | Submitted | |
| 281 | 57 | Texas A&M University-Commerce | Submitted | |
| 282 | 58 | The University of Texas at Austin | Submitted | |
| 283 | | Texas A&M University | Submitted | |
| 284 | | University of California System | Submitted | |
| 285 | | University of Washington-Seattle | Submitted | |
| 286 | | Indiana University - Bloomington | Submitted | |
| 287 | | Miami University (Ohio) | Submitted | |
| 288 | | Purdue University | Submitted | |
| 289 | | The Ohio State University | Submitted | |
| 290 | | University of Connecticut | Submitted | |
| 291 | 59 | Collin County Community College District | Accepted | NR |
| 292 | | Texas A&M University-Commerce | Submitted | |
| 293 | 60 | Texas State University | Submitted | |
| 294 | | Texas A&M University | Submitted | |

| | | | | |
|-----|----|--|-----------|------------|
| 295 | | Kilgore College | Accepted | NR |
| 296 | | Collin County Community College Distri | Accepted | NR |
| 297 | 61 | Texas Tech University | Submitted | |
| 298 | | Texas Woman's University | Accepted | |
| 299 | | The University of Texas at Arlington | Submitted | |
| 300 | 62 | DCCCD-Richland College | Accepted | NR |
| 301 | | Texas A&M University-Commerce | Submitted | |
| 302 | 63 | DCCCD-Richland College | Accepted | NR |
| 303 | | Texas A&M University-Commerce | Submitted | |
| 304 | 64 | Texas A&M University-Commerce | Submitted | |
| 305 | | Texas A&M University | Submitted | |
| 306 | | Texas State University | Accepted | |
| 307 | | Texas Woman's University | Accepted | |
| 308 | | The University of Texas at El Paso | Accepted | |
| 309 | | Angelo State University | Accepted | |
| 310 | 65 | The University of Texas at Austin | Submitted | |
| 311 | | The University of Houston - Main Cam | Accepted | |
| 312 | | Texas A&M University | Submitted | |
| 313 | | The University of Texas at Dallas | Submitted | |
| 314 | | The University of North Texas | Accepted | |
| 315 | | Illinois Institute of Technology | Submitted | |
| 316 | | Texas A&M University Corpus Christi | Accepted | |
| 317 | | Texas A&M University Commerce | Accepted | |
| 318 | | Texas A&M University Texarkana | Accepted | |
| 319 | 66 | DCCCD-El Centro College | Accepted | |
| 320 | 67 | Texas A&M University | Accepted | 74/TP: 27 |
| 321 | | University of Oklahoma | Accepted | 111/TP: 51 |
| 322 | | Oklahoma State University | Accepted | 152/TP:78 |
| 323 | | Texas Tech University | Accepted | |
| 324 | 68 | Texas A&M University-Commerce | Submitted | |
| 325 | 69 | University of North Texas at Dallas | Submitted | |
| 326 | | Texas Woman's University | Accepted | |
| 327 | | Texas Tech University | Accepted | |
| 328 | | The University of Texas at Dallas | Accepted | |
| 329 | | Texas State University | Accepted | |
| 330 | | Southern Methodist University | Accepted | |
| 331 | 70 | Texas A&M University-Commerce | Submitted | |
| 332 | | The University of Texas at Arlington | Submitted | |
| 333 | 71 | Saint Peter's University | Submitted | |
| 334 | | Houston Baptist University | Submitted | |
| 335 | | University of Mary Hardin-Baylor | Submitted | |
| 336 | | Oklahoma Wesleyan University | Submitted | |
| 337 | | Colorado State University-Pueblo | Submitted | |

| | | | | |
|-----|----|--|-----------------|------------|
| 338 | | Metropolitan State University of Denver | Submitted | |
| 339 | 72 | Texas A&M University-Commerce | Submitted | |
| 340 | 73 | Texas A&M University-Texarkana | Submitted | |
| 341 | | Angelo State University | Accepted | |
| 342 | | The University of Houston - Main Campus | Submitted | |
| 343 | | The University of North Texas | Submitted | |
| 344 | | Texas State University | Submitted | |
| 345 | 74 | DCCCD-Richland College | Accepted | |
| 346 | 75 | Texas A&M University-Commerce | Submitted | |
| 347 | | Houston Baptist University | Submitted | |
| 348 | | University of Mary Hardin-Baylor | Accepted | |
| 349 | 76 | Texas A&M University-Commerce | Accepted | |
| 350 | | Albion College | Accepted | NR |
| 351 | | Austin College | Accepted | 122 NLAC |
| 352 | | St. Edward's University | Accepted | 105 NLAC |
| 353 | | The University of Texas at Dallas | Submitted | NR |
| 354 | | Baylor University | Submitted | |
| 355 | | University of North Texas | Accepted | |
| 356 | | Webster University | Accepted | |
| 357 | | Xavier University | Accepted | |
| 358 | 77 | The University of Texas at Austin | Accepted | NR |
| 359 | | University of Minnesota Twin Cities | Accepted | 56/ TP:18 |
| 360 | | Albion College | Accepted | 71/ TP: 26 |
| 361 | | Austin College | Accepted | 122 NLAC |
| 362 | | Baylor University | Submitted | 105 NLAC |
| 363 | | Case Western Reserve University | Submitted | |
| 364 | | Rice University | Submitted | |
| 365 | | Salem College | Accepted | |
| 366 | | Washington and Lee University | Submitted | 122 NLAC |
| 367 | | Washington University in St. Louis | Submitted | |
| 368 | | Southern Methodist University | Accepted | |
| 369 | 78 | DCCCD-Richland College | Accepted | |
| 370 | 79 | Texas A&M University-Commerce | Submitted | |
| 371 | | The University of Texas at Austin | Submitted | |
| 372 | | Texas A&M University | Submitted | |
| 373 | | Penn State University | Submitted | |
| 374 | | University of California System | Submitted | |
| 375 | | Purdue University | Submitted | |
| 376 | | The Ohio State University | Submitted | |
| 377 | 80 | Albion College | Accepted | |
| 378 | | Austin College | Submitted | 122 NLAC |
| 379 | | Cornell College | Submitted | |
| 380 | | Mercyhurst University | Accepted | |

| | | | | |
|-----|----|--|---------------------------------|-----------|
| 381 | | Millsaps College | Submitted | NR |
| 382 | | Rhodes College | Submitted | |
| 383 | | Ursinus College | Submitted | |
| 384 | 81 | The University of Texas at Arlington | Accepted (Summer Bridge) | |
| 385 | | The University of Texas at San Antonio | Accepted | NR |
| 386 | 82 | Texas A&M University-Commerce | Submitted | NR |
| 387 | | DCCCD-Richland College | Submitted | |
| 388 | 83 | Dallas Baptist University | Submitted | |
| 389 | | Texas A&M University-Commerce | Submitted | |
| 390 | 84 | DCCCD-Richland College | Accepted | |
| 391 | | Texas A&M University-Commerce | Submitted | |
| 392 | 85 | Texas A&M University | Submitted | |
| 393 | | Texas Woman's University | Accepted | |
| 394 | | Austin College | Submitted | |
| 395 | | Texas State University | Pathway | |
| 396 | | The University of North Texas at Dallas | Accepted | NR |
| 397 | 86 | DCCCD-Richland College | Accepted | |
| 398 | | The University of Houston - Main Campus | Submitted | NR |
| 399 | | Baylor University | Submitted | |
| 400 | | Texas A&M University-Commerce | Submitted | |
| 401 | | Texas Woman's University | Submitted | |
| 402 | 87 | Texas State University | Submitted | |
| 403 | | Texas Tech University | Accepted | |
| 404 | 89 | DCCCD-Richland College | Accepted | |
| 405 | | Texas A&M University Commerce | Submitted | NR |
| 406 | 90 | Penn State University--Erie | Accepted | |
| 407 | | University of California Irvine | Accepted | |
| 408 | | University of California Davis | Accepted | |
| 409 | | American University | Accepted | |
| 410 | | The University of Texas at Austin | CAP | |
| 411 | | University of Iowa | Accepted | |
| 412 | | Rutgers University | Accepted | 82/ TP:33 |
| 413 | | University of Washington-Seattle | Denied | |
| 414 | | Northeastern University | Denied | |
| 415 | | University of Miami | Accepted | |
| 416 | | University of Virginia | Denied | |
| 417 | | Denison University | Accepted | |
| 418 | | DePauw University | Accepted | |
| 419 | | Rhodes College | Wait List | |
| 420 | | The Ohio State University | Accepted | |
| 421 | | Trinity University | Accepted | |
| 422 | | Tulane University | Denied | |
| 423 | | University of North Carolina at Chapel Hill | Denied | |
| 424 | | University of Wisconsin-Madison | Wait List | |

| | | | | |
|-----|----|--|-----------------|---------|
| 425 | 91 | Penn State University Park | Accepted | |
| 426 | | Boston University | Denied | |
| 427 | | Miami University (Ohio) | Denied | |
| 428 | | University of Miami | Denied | |
| 429 | 92 | DCCCD-Richland College | Accepted | |
| 430 | 93 | Tarleton State University | Submitted | NR |
| 431 | | The University of Houston - Victoria | Submitted | |
| 432 | | Texas Woman's University | Accepted | |
| 433 | 94 | University of Washington-Seattle | Denied | |
| 434 | | Fordham University | Accepted | |
| 435 | | New York University | Denied | |
| 436 | | Syracuse University | Accepted | |
| 437 | | University of Miami | Wait List | |
| 438 | | Emerson College | Accepted | |
| 439 | | SUNY Stony Brook University | Accepted | |
| 440 | | The Ohio State University | Wait List | |
| 441 | 95 | Texas A&M University-Commerce | Submitted | |
| 442 | | University of California System | Submitted | |
| 443 | | University of Washington-Seattle | Submitted | |
| 444 | | Penn State University | Submitted | |
| 445 | 96 | DCCCD-El Centro College | Accepted | |
| 446 | 97 | University of California Santa Cruz | Accepted | NR |
| 447 | | University of California Irvine | Accepted | |
| 448 | | Purdue University | Wait List | |
| 449 | | Syracuse University | Accepted | |
| 450 | | The Ohio State University | Denied | |
| 451 | | University of Connecticut | Accepted | |
| 452 | | American University | Submitted | |
| 453 | | University of Delaware | Accepted | |
| 454 | | University of Miami | Wait List | |
| 455 | | Michigan State University | Accepted | |
| 456 | | Miami University (Ohio) | Accepted | |
| 457 | 98 | Texas A&M University-Commerce | Submitted | |
| 458 | 99 | Grand Canyon University | Accepted | |
| 459 | | University of Mary-Hardin Baylor | Submitted | NR |
| 460 | | Albright College | Accepted | |
| 461 | | Babson College | Submitted | |
| 462 | | Baldwin Wallace University | Accepted | |
| 463 | | College of Saint Benedict | Accepted | NR |
| 464 | | Northeastern University | Submitted | 87 NLAC |
| 465 | | Spring Hill College | Denied | |
| 466 | | The George Washington University | Submitted | |
| 467 | | University of Cincinnati | Submitted | |

| | | | | |
|-----|-----|---|-----------------|------------|
| 468 | | John Brown University | Submitted | |
| 469 | | University of Nebraska-Lincoln | Accepted | |
| 470 | | Winthrop University | Accepted | 111/ TP:51 |
| 471 | | Quinnipiac University | Accepted | |
| 472 | 100 | The University of Texas at Arlington | Accepted | |
| 473 | | The University of Texas at Dallas | Submitted | |
| 474 | | Texas A&M University-Commerce | Submitted | |
| 475 | | Texas A&M Texarkana | Accepted | |
| 476 | | The University of North Texas | Accepted | |
| 477 | | Texas Woman's University | Submitted | |
| 478 | 101 | The University of Texas at Austin | Submitted | NR |
| 479 | | Dallas Baptist University | Accepted | |
| 480 | 102 | Baylor University | Submitted | 214 |
| 481 | | Cornell University | Denied | |
| 482 | | Northeastern University | Wait Listed | |
| 483 | | Purdue University | Accepted | |
| 484 | | The Ohio State University | Accepted | |
| 485 | | University of Virginia | Wait Listed | |
| 486 | | Penn State University--University Park | Accepted | |
| 487 | 103 | Indiana University - Bloomington | Accepted | 50/ TP:14 |
| 488 | | Northeastern University | Denied | 86/ TP: 36 |
| 489 | | Southern Methodist University | Submitted | |
| 490 | | University of Dallas | Submitted | |
| 491 | | The Ohio State University | Denied | |
| 492 | | University of Massachusetts Amherst | Submitted | |
| 493 | | Penn State University--University Park | Accepted | |
| 494 | 104 | The University of Texas at Austin | Submitted | 50/ TP:14 |
| 495 | | University of California Irvine | Accepted | |
| 496 | | Baylor University | Submitted | |
| 497 | | Boston University | Denied | |
| 498 | | Case Western Reserve University | Wait Listed | |
| 499 | | Indiana University - Bloomington | Accepted | |
| 500 | | Northeastern University | Accepted | |
| 501 | | Purdue University | Denied | |
| 502 | | Southern Methodist University | Accepted | |
| 503 | | The Ohio State University | Accepted | |
| 504 | | Tulane University | Denied | |
| 505 | | University of Connecticut | Accepted | |
| 506 | | University of Denver | Accepted | |
| 507 | | University of Miami | Accepted | |
| 508 | | University of North Carolina at Chapel I | Denied | |
| 509 | | Vanderbilt University | Denied | |
| 510 | | Washington University in St. Louis | Denied | |

| | | | | |
|-----|-----|--|-----------------|------------|
| 511 | | University of Iowa | Accepted | |
| 512 | 105 | The University of Texas at Austin | Accepted | 82/ TP:33 |
| 513 | | Georgia Institute of Technology | Denied | 56/ TP:18 |
| 514 | | Rensselaer Polytechnic Institute | Accepted | |
| 515 | | University of Michigan | Wait Listed | |
| 516 | | Clemson University | Accepted | |
| 517 | | Carnegie Mellon University | Submitted | |
| 518 | | Vanderbilt University | Denied | |
| 519 | 106 | The University of Texas at Austin | CAP | |
| 520 | | Babson College | Accepted | |
| 521 | | Indiana University - Bloomington | Accepted | |
| 522 | | New York University | Denied | 86/ TP: 36 |
| 523 | | University of California San Diego | Accepted | |
| 524 | | Boston University | Accepted | |
| 525 | | University of California Irvine | Accepted | |
| 526 | | University of Richmond | Accepted | |
| 527 | | University of Wisconsin-Madison | Wait List | |
| 528 | | Purdue University | Denied | |
| 529 | | Penn State University (2+2) | Accepted | |
| 530 | 107 | Texas A&M University-Commerce | Accepted | |
| 531 | | The University of Texas at Dallas | Denied | |
| 532 | | The University of Texas at Arlington | Denied | |
| | | Texas Tech University | Accepted | |
| 533 | 108 | The University of Texas at Austin | Submitted | |
| 534 | | Texas A&M University | Submitted | |
| 535 | | University of California System | Submitted | |
| 536 | 109 | University of Arizona | Submitted | |
| 537 | 110 | Texas A&M University-Commerce | Submitted | |
| 538 | 111 | The University of Texas at Austin | Submitted | |
| 539 | | University of Illinois Urbana-Champaign | Accepted | |
| 540 | | Boston University | Denied | |
| 541 | | Case Western Reserve University | Submitted | |
| 542 | | Indiana University - Bloomington | Accepted | |
| 543 | | Northeastern University | Denied | |
| 544 | | Purdue University | Wait List | |
| 545 | | Southern Methodist University | Accepted | |
| 546 | | Penn State University--University Park | Accepted | |
| 547 | | The Ohio State University | Accepted | |
| 548 | | University of Connecticut | Wait List | |
| 549 | | University of Denver | Accepted | |
| 550 | | University of Miami | Accepted | |
| 551 | | Washington University in St. Louis | Denied | |
| 552 | | University of Iowa | Accepted | |

| | | | | |
|-----|-----|---|-----------------|---------------|
| 553 | 112 | The University of Texas at Austin | CAP | 82/ TP:33 |
| 554 | | Texas A&M University | Accepted | |
| 555 | | Georgia Institute of Technology | Denied | |
| 556 | | Baylor University | Submitted | |
| 557 | | Case Western Reserve University | Submitted | |
| 558 | | Penn State University-University Park | Accepted | |
| 559 | 113 | Texas A&M University | Submitted | 50/ TP:14 |
| 560 | | The University of Texas at Austin | Submitted | |
| 561 | 114 | The University of Texas at Austin | CAP | |
| 562 | | Texas A&M University | Submitted | |
| 563 | | Texas State University | Accepted | Feeder School |
| 564 | | Texas Tech University | Denied | NR |
| 565 | | Tarleton State University | Accepted | |
| 566 | | The University of Houston - Main Camp | Denied | |
| 567 | | Lamar University | Accepted | |
| 568 | | Texas A&M International University | Accepted | |
| 569 | | Texas Woman's University | Accepted | |
| 570 | | The University of Texas at San Antonio | Accepted | |
| 571 | | The University of the Incarnate Word | Accepted | |
| 572 | | St. Edward's University | Denied | |
| 573 | | Baylor University | Denied | |
| 574 | | Southern Methodist University | Denied | |
| 575 | | Texas Christian University | Denied | |
| 576 | | University of Dallas | Accepted | |
| 577 | | University of North Texas | Accepted | |
| 578 | | Texas A&M University Commerce | Accepted | |

| Curriculum, Instruction, Assessment & Professional Development Board Report Presented by: Dr. Laura Carrasco, Chief Academic Officer, 5-17-2017 | | | | Green= In Progress/New Blue = Ongoing Red=complete |
|--|--|--|------------------------|--|
| Department | Update | Campuses | Grade Levels | |
| State Testing | Completed STAAR/EOC Testing (first 2 weeks in May) | All | 3-12th | Complete |
| ASP/ Graduation 2017 | Please view our college admissions board report supplement; Merit Scholarships for the GHS graduating class of 2017 has surpassed the 5 million dollar mark, totaling \$5.04 million dollar mark in merit scholarships; GHS was ranked by the Washington Post as #76 most challenging high schools in the nation | GHS | 12 | In Progress |
| Chinese - Xiaoyan Wang | Chinese teachers placement for 2017-2018 | All | ALL LEVELS | In Progress |
| Chinese - Xiaoyan Wang | District-wide Chinese Story writing competition | All | 6, 7, 8, 9, 10, 11, 12 | In Progress |
| ELL | Finalizing required summer school plans for K/1" Letters, registration, materials, testing. | GES, AES, KES, NRHES, GPES, KatyES, WPES | K, 1 | In Progress |
| Math - Robert Yee | Creating a Math Curriculum writing team. The goal of the team will be to write lessons and pull resources for each grade level aligned to the district YAG from TEKS Resource System. Team will first meet the week after classes end. | All | ALL LEVELS | New |
| Reading/Language Arts - Tracey King | Cross-Content Literacy | All | ALL LEVELS | In Progress |
| Reading/Language Arts - Tracey King | Instructional/Literacy Coach Support | All | ALL LEVELS | In Progress |
| Reading/Language Arts - Tracey King | ELAR/SLAR Capacity Building Session Planning | All | ALL LEVELS | In Progress |
| Reading/Language Arts - Tracey King | Materials Evaluation | All | ALL LEVELS | In Progress |
| Reading/Language Arts - Tracey King | Cross-Content Literacy (with Rivers) | All | ALL LEVELS | New |

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|--------------------------------|---|-------|---------------|-------------|
| Science - David Rivers | The Math & Science Depts successfully submitted and secured a \$10,000 STEM grant from GM. | AGPHS | 9, 10, 11, 12 | Complete |
| Social Studies - Julie Russell | 7th Grade Road Scholar Trip Curriculum- Pre-During-Post activities created and disseminated to all campuses. | All | 7 | Complete |
| Social Studies - Julie Russell | 8th Grade Road Scholar Trip Curriculum- Pre-During-Post activities created and disseminated to all campuses. | All | 8 | Complete |
| Social Studies - Julie Russell | Road Scholar Student Packets- modified, printed, sorted and shipped all student packets for both 7th & 8th grade trips. | All | 7, 8 | Complete |
| Social Studies - Julie Russell | EOC/STAAR Review- Created Diamond Puzzles of each historical era of US History, colored coded each puzzle, made copies and boxed up for each teacher/campus for 8th & 11th grade. Created Era/Timeline reviews for 11th grade EOC review. | All | 8, 11 | Complete |
| Social Studies - Julie Russell | Title 1 Houston- researched vendors/materials, collected quotes for supplemental materials to support Houston campuses. | All | ALL LEVELS | Complete |
| Social Studies - Julie Russell | US Road Scholar Trip- 5/13-5/22- providing academic support/guidance/content expertise/leadership for students/staff on trip. | All | 8 | In Progress |

| | | | | |
|--------------------------|---|------------|---------------|-------------|
| Spanish - Adriana Fletes | J1 Interviews in Spain (Madrid and Malaga)- we conducted over 80 interviews in Spain during the month of April. Our partnership with the Visiting Teachers from Spain Program, MIT School http://www.colegiomit.com/ , Magister. We are able to place 52 total VTSP and ILTexas J1 teachers for 2017-2018! | All | ALL LEVELS | Complete |
| Spanish - Adriana Fletes | Finalizing AAPPL testing of all 5, 8 and 12 grade students. The results will be used to place students into their LOTE courses and to award the Trilingual Cords for our senior students. | All | 5, 8, 12 | In Progress |
| Spanish - Adriana Fletes | Finalizing plans: SLAR/ELAR and Spanish LOTE Capacity Building Team: staff, unit frameworks, required title forms | All | ALL LEVELS | In Progress |
| Spanish - Adriana Fletes | Completing AP Spanish Lang & Lit Testing and Surveying staff . COLlegeboard required new online submission of speaking responses this year. We are surveying the students and staff to determine how effective the campus procedures were for this year. | GHS, AGPHS | 9, 10, 11, 12 | Complete |
| Spanish - Adriana Fletes | Trilingual Trajectory: Update and revise the ILTexas Trajectory and Course Descriptions. | N/A | ALL LEVELS | Complete |

Cover Sheet

Discussion of Proposed Student/Parent Handbook and Code of Conduct 2017-2018

Section: IV. The Office of the Superintendent [Reports & Discussion]
Item: D. Discussion of Proposed Student/Parent Handbook and Code of Conduct 2017-2018
Purpose: Discuss
Submitted by:
Related Material: Handbook edits and CGreenberg Memo.pdf

BACKGROUND:

Discuss proposed changes to the 2017-18 for the Student/Parent Handbook and Code of Conduct. No Action to be Taken (proposed Board vote to be taken during June's meeting).

RECOMMENDATION:

No Action to be Taken (proposed Board vote to be taken during June's meeting).



INTERNATIONAL LEADERSHIP OF TEXAS

Office of the General Counsel

MEMORANDUM

TO: BOARD OF DIRECTORS
FROM: CLAYTON E. GREENBERG, GENERAL COUNSEL
DATE: MAY 12, 2017
RE: 2017-18 STUDENT/PARENT HANDBOOK AND CODE OF CONDUCT (THE "HANDBOOK")

Attached please find a redlined version of the proposed Handbook¹. The majority of proposed changes from the 2016-17 to the 2017-18 Handbook are non-substantive in nature. Below are the substantive changes being proposed:

Student Discipline/Authority and Jurisdiction

The Authority and Jurisdiction sections of the Handbook has been revised to provide broader jurisdiction to ILTexas when misconduct occurs off campus, and the misconduct creates a substantial disruption to the educational environment, in the reasonable discretion of ILTexas. The proposed circumstances where ILTexas has jurisdiction over a student are as follows:.

1. *During the regular school day and while the student is going to and from school;*
2. *During lunch periods in which a student is allowed to leave campus or at any time during school hours;*
3. *While the student is in attendance at any school-related activity, regardless of time or location;*
4. *For any school-related misconduct, regardless of time or location;*
5. *For any expulsion offense committed while on ILTexas property or while attending a school-sponsored or school-related activity of ILTexas or another school in Texas;*
6. *For any expulsion offense committed away from ILTexas property or utilized facility and not at a school-sponsored or school-related event, if the misconduct creates a substantial disruption to the educational environment, in the reasonable discretion of ILTexas;*
7. *While the student is in transit to or from school or to or from school-related activities or events;*
8. *When retaliation against a school employee or volunteer occurs or is threatened, regardless of time or location;*
9. *When criminal mischief is committed on or off ILTexas property or any facility and/or at a school-related*

¹ The Handbook is on the May Board Meeting agenda for discussion purposes only.

event;

10. *When the student commits any felony punishable as a Level III expulsion offense under the Student Code of Conduct;*
11. *Any misdemeanor or felony offense, no matter when or where said activity occurs, if ILTexas determines that said activity occurred by a preponderance of the evidence; and*
12. *Any cyberbullying, on-line harassment, cybercrime, or computer related crime, that involves a computer or any device and/or network (“in the cloud” or otherwise), no matter when or where said activity occurs, including the sharing, displaying or transmitting any illegal images, words or otherwise, or that creates or is likely to create a substantial disruption to the educational environment.*

In terms of what staff member may assign what type of discipline, the Handbook clearly delineates the roles of the GLA, AP, Principal, Area Superintendent and Superintendent.

- The AP may assign ISS or OSS for up to five (5) days.
- Only the Campus Principal may recommend expulsion and may assign an additional five (5) days of ISS or OSS.
- Unless there is a reasonable reason to extend suspension during the expulsion process (which only may be exercised by the Superintendent), a student should not be suspended for more than a total of ten (10) days.

The Level I, II, and III offenses, as well as the respective disciplinary consequences, have been clarified and also correspond with PIEMS. All references to Chapter 37 of the Texas Education Code have been removed.

The Administration has introduced Restorative Discipline, as a discipline management technique, at Garland K-8, Lancaster K-8, Westpark K-8, and East Fort Worth K-8.

Finally, a student/parent has 72 hours, of receipt of the hearing officer’s decision, to appeal an expulsion to the Board and General Counsel.

Grading Program, Promotion Standards, Graduation Requirements

Other than identifying the top 10% as required by law, the Handbook proposes eliminating class rankings, as well as all communications regarding class rankings.

**INTERNATIONAL LEADERSHIP OF TEXAS
(ILTEXAS)
STUDENT/PARENT HANDBOOK AND
CODE OF CONDUCT
2017-2018**



ILTexas Board Approved
~~August 10, 2016~~ June 21, 2017

The Board of Directors of International American Federation, Inc. authorizes the Superintendent or its designee to make administrative amendments to this Handbook, as deemed necessary, without further Board approval.

~ 1 ~

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~~II Texas Board Approved Amendments~~

- ~~1. August 24, 2016 — Page 85 — Minimum number of exams adjusted from “four” to “three”~~
- ~~2. November 16, 2016 — Page 80 — Mandatory Homework Academy adjusted from grade level “3” to “4”~~

PARENT AND STUDENT HANDBOOK/CODE OF CONDUCT

ACKNOWLEDGEMENT FORM

My signature below acknowledges that International Leadership of Texas has made its Parent and Student Handbook available to me; that I have been given notice of the rules, responsibilities, and consequences outlined in the Student Code of Conduct; that I have been informed that when I or my child is enrolled in ILTexas, all information herein is applicable to me, my child, and all school staff; and that I have expressed intent to review this Handbook and the Student Code of Conduct contained within and to abide thereby. If I have any questions regarding this Handbook or the Code of Conduct, I may direct those questions to the Campus Principal of my child's school.

Please sign and date this page, remove it from the handbook and return it to your child's homeroom teacher.

Failure to sign this form does not release a student's or parent's responsibility to abide by the stated policies.

Printed Name of Student: _____ Grade: _____

Signature of Student: _____

Signature of Parent: _____

Date: _____

INTERNATIONAL LEADERSHIP OF TEXAS EDUCATION MISSION

The mission of the International Leadership of Texas is to prepare students for exceptional leadership roles in the international community by emphasizing servant leadership, mastering the English, Spanish and Chinese languages, and strengthening the body, mind and character.

WHY ILTEXAS?

CHINESE AND SPANISH

Texas is a strong economic force in the world. Our top three countries that we export to are Mexico, Canada, and China. China has become the second largest economy in the world. In order for Texas and the United States to remain on top, we intend to provide a unique educational opportunity that ensures our students speak English, Spanish and Chinese.

CHARACTER AND LEADERSHIP DEVELOPMENT

We intend to return leadership and citizenship into the culture and educational experience for every student who attends ILTexas. Every student will be given leadership roles to teach a concept of others before self. Students will exemplify traits such as timeliness, responsibility, and respect with expectations to be on time, to be responsible, and to be respectful. We believe these traits will empower them to overcome the challenges they will face in their lives and create a better and more productive society in which to live and work.

BUILDING INTERNATIONAL RELATIONSHIPS

ILTexas will develop close relationships with schools in China and the international community in order to facilitate the exchange of teachers and students and to promote global understanding. ILTexas will host Chinese students at the high school level to ensure our students not only learn the language but also the Chinese culture and most importantly build long-term professional relationships. It is our goal to team every three American students with one Chinese student to facilitate relationship building and expedited learning. By the time our students are seniors we also intend to provide travel opportunities for our students to visit and study in China. This intentional innovative approach is an incredible learning opportunity and is the greatest difference that ILTexas provides over other public, charter or private school educational opportunities.

~ 7 ~

ILTEXAS STUDENT PLEDGE

I pledge to be a servant leader and put others before myself.

I will serve others, respect others and encourage others.

When I graduate from ILTexas, I will be a healthy person with a strong mind and character who speaks at least three languages.

I will change the world.

JURAMENTO DE ILTEXAS

Prometo ser un líder servicial pensando en otros antes que en mí mismo.

Serviré, respetaré y motivaré a los demás.

Cuando me gradúe de ILTexas, seré una persona de mente y carácter saludables, hablando por lo menos tres idiomas.

Cambiaré el mundo.

ILTEXAS SHÌ YÁN

誓言

wǒ xuān shì chéng wéi yí gè gōng pú líng xiù, xiān rén hòu jǐ

我宣誓成为一个公仆领袖，先人后己。

wǒ jiāng fú wù tā rén, zūn zhòng tā rén, gǔ wǔ tā rén

我将服务他人，尊重他人，鼓舞他人。

dāng wǒ cóng ILTexas bì yè, wǒ jiāng chéng wéi yí gè tǐ gé qiáng zhuàng,

当我从ILTexas毕业，我将成为一个体格强壮，

yì zhì jiān qiáng, huì shuō sān zhǒng yǔ yán de yōu xiù rén cái

意志坚强，会说三种语言的优秀人才。

wǒ jiāng gǎi biàn shì jiè

我将改变世界。

~ 8 ~

ACADEMIC PROGRAM

ILTEXAS INSTRUCTIONAL CURRICULUM SUMMARY

The curriculum at ILTexas, as steered by our mission, prepares students for exceptional leadership roles in the international community by emphasizing servant leadership, mastering the English, Spanish and Mandarin Chinese languages, and strengthening the body, mind and character. Further, ILTexas has a college preparatory program whereby we not only provide our students with the instruction needed to be successful in college, but with the expectation that they will attend and be successful in college and beyond.

As part of our curriculum, we teach the TEKS (Texas Essential Knowledge and Skills) and ELPS (English Language Proficiency Standards) as curriculum standards. Moreover, we've adopted the both vertically and horizontally aligned TEKS RS scope and sequence and supplemental resources. All state assessments are administered as required by the State of Texas.

At the elementary level, we are working towards a 45-45-10 model whereby our students will receive 10% of their instruction in Mandarin Chinese and, as via our 50/50 Dual Language Immersion (DLI) model, will receive 45% of their instruction in English and the other 45% in Spanish. At the secondary levels, our students receive both Mandarin Chinese and Spanish as part of their academic schedule. ILTexas has seven core classes: (1) Math, (2) Science, (3) Reading Language Arts/English, (4) Social Studies, (5) Mandarin Chinese, (6) Spanish, and (7) ~~Athletic Conditioning~~Physical Fitness. Our academic model is further enriched by our ~~Performance Training~~Physical Fitness program, whereby each student receives conditioning training by an ~~athletic trainer~~Performance Coach. Through ~~Performance Physical Fitness~~ Training, students also develop important character traits such as servant leadership and putting "others before self," the ILTexas motto.

Program Overview:

There are different components to ILTexas' uniform and unified educational program. For the curriculum, ILTexas teaches the Texas Essential Knowledge and Skills (TEKS) for each grade level and each subject area. They are listed below by Chapter. A complete list is available by chapter and by grade level at: <http://www.tea.state.tx.us/index2.aspx?id=6148>. Further, ILTexas uses a wide variety of state approved instructional materials to address these TEKS. Notably, ILTexas has seven core classes, which significantly differs from the traditional four core: (1) Math, (2) Science, (3) Reading Language Arts/English, (4) Social Studies, (5) Mandarin Chinese, (6) Spanish, and (7) ~~Athletic Conditioning~~Physical Fitness. For each semester students are enrolled at ILTexas they will need to take, in addition to electives, these seven core classes.

TEKS by Chapter:

- Chapter 110. English Language Arts and Reading
- Chapter 111. Mathematics
- Chapter 112. Science
- Chapter 113. Social Studies
- Chapter 114. Languages Other Than English
- Chapter 115. Health Education
- Chapter 116. Physical Education
- Chapter 117. Fine Arts
- Chapter 118. Economics with Emphasis on the Free Enterprise System and Its Benefits
- Chapter 126. Technology Applications
- Chapter 127. Career Development

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Chapter 128. Spanish Language Arts and English as a Second Language
Chapter 130. Career and Technical Education

Additionally, we incorporate the English Language Proficiency Standards (ELPS) to address the linguistic instructional needs of our English Language Learners (ELLs). The ELPS can be found in their entirety at <http://ritter.tea.state.tx.us/rules/tac/chapter074/ch074a.html#74.4>. Further, the ELPS will also be used to inform Spanish and Chinese language learning, thus the locally developed Spanish Language Proficiency Standards (SLPS) and Chinese Language Proficiency Standards (CLPS), all following the same research base and guided by the same fundamentals of language acquisition. Further, the instructional implications that surface from the ELPS also apply to SLPS and CLPS in all four language domains: listening, speaking, reading, and writing.

The scope and sequence used to teach the TEKS is a critical component of our curriculum model. Our scope and sequence is guided by TEKS RS. TEKS RS aligns the relationship between the TEKS, Student Expectations (SEs), and the State of Texas Assessments of Academic Readiness (STAAR) and End-of-Course (EOC) tests in Reading, Mathematics, Science, and Social Studies. TEKS RS scope and sequence is also aligned with Grades K-12 other college entrance exams, such as the SAT/ACT. TEKS RS addresses the components that are critical for effectively teaching and assessing the TEKS/SEs to the depth and complexity of the STAAR/EOC with both a horizontal and vertically aligned scope and sequence. Moreover, ILTexas works in close collaboration with the TEKS Resource System to provide teachers with a vertically aligned scope and sequence, Instructional Focus Documents, and end of unit assessments, crafted by state curriculum and assessment experts and consultants.

Further, the model of delivery to teach the TEKS is a college preparatory, data-driven, tri-lingual model working alongside the ~~Performance Training~~Physical Fitness model to reinforce athletic conditioning and our character education program. Each of these systems work in conjunction to strengthen the body, mind, and character.

TRILINGUAL EDUCATION K-12:

Students attending ILTexas receive academic instruction in English, Spanish, and Mandarin Chinese. Students in Kindergarten through 5th grade will participate in a two-way, 50/50 dual language program (Spanish/English) as well as participate in Chinese language development classes through their specials classes (FLES). Students in 6th through 12th-8th will receive daily language development instruction in Spanish and Chinese as part of their academic instructional schedule (LOTE). In grades 9th-12th, students will participate in proficiency based Spanish and Chinese language courses for every semester that they are enrolled.

K-5 (fully implemented over the course of five years)
Two-Way Dual Language Immersion (DLI) - Spanish/English
Foreign Language in the Elementary School (FLES) - Mandarin Chinese

6-12
Languages Other Than English (LOTE)
As elementary students move up through the dual language program, we will explore the options of incorporating DLI at the secondary level (i.e., Art class in Chinese, Theatre in Spanish, etc.).

DUAL LANGUAGE IMMERSION (DLI), ENGLISH/SPANISH

Both our native English speaking students and ELLs reap the benefits of DLI: English speaking students received an enriched education in the process of becoming tri-lingual, tri-literate, and multi-cultural and while ELLs have the opportunity to form a strong academic foundation in their native tongue while learning English, Mandarin Chinese,

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and receiving an equally enriched education. Both native English speakers and ELLs are better prepared to compete in an increasingly growing global market and population. Formal definitions of dual language models call for fifty percent or more of the classroom instruction to be provided in the non-majority language (Freeman et al., 2005; Howard et al., 2003; Lindholm-Leary, 2001; Perez, 2004; Torres-Guzman, 2002). ILTexas' model is 50/50 model, where the goal will be for students to receive ½ of their content area instruction in English and the other ½ in Spanish while incorporating the Mandarin Chinese through the FLES model and infused within the 50/50 model as much as possible (i.e., trilingual word walls and trilingual print-rich environment).

Additionally, advocates of ELLs favor DLI programs because they acknowledge and incorporate the students' and their families' native language (when Spanish- the most prevalent home language second to English) as an important resource. Through DLI, all students have an opportunity to use their first language to not only develop their second language, but to also gain academic content knowledge and be better prepared to master a third language (Mandarin Chinese). Moreover, DLI recognizes the student's culture while enhancing their opportunity to master the TEKS and to learn English (Blanton, 2004; Valenzuela, 1999). Since through DLI programs ELL student's native languages and cultures are seen as a resource, DLI combats *deficit* thinking and promotes global understanding. This is done through the cross-cultural exchange and understanding that is lacking from most other programs that service students.

Furthermore, in comparison to other programs, DLI has been shown to consistently increase academic performance in both language minority (ELL students) and language majority students (Lindholm-Leary, 2001; Thomas & Collier, 1997). Additionally, DLI has been deemed the best model of bilingual education to meet the needs of our ELL students (Lindholm-Leary, 2014) because content-area knowledge and language proficiency are developed with high rates of success for all students.

Collier and Thomas (2004) have conducted a series of longitudinal studies which provide additional support for DLI programs (Collier and Thomas 2004; Collier 1995; Thomas and Collier 1997, 2002, 2014). In these studies of now *millions* of students nation-wide, Collier and Thomas compare the academic achievement of ELLs in different kinds of programs. The programs studied include the various types of TBE programs, ESL programs and DLI programs. Collier and Thomas have found time and time again that ELLs in programs such as DLI where academic content is taught in the student's first language at least through 6th grade (as Texas law mandates, §89.1201) achieve at higher levels academically than students in other types of programs. In addition, both native English speakers and ELLs in DLI programs score above the national norms on tests of reading given in English. Ultimately, in DLI programs, the gap is not only closed, but students in DLI programs often outperform their peers by one to sometimes two grade levels (Thomas and Collier, 2002). Thomas and Collier (2002) also reported that the fewest student dropouts came from DLI programs. *Figure 1* represents the results of Thomas and Collier's (2002) study.

**English Learners' Long-Term K-12 Achievement
in Normal Curve Equivalents (NCEs)
on Standardized Tests in English Reading
Compared across Seven Program Models**

(Results aggregated from longitudinal studies of well-implemented,
mature programs in five school districts and in California (1998-2000))

- Program 1: Two-way Dual Language Education (DLE), including Content ESL
- Program 2: One-way DLE, including ESL taught through academic content
- Program 3: Transitional BE, including ESL taught through academic content
- Program 4: Transitional BE, including ESL, both taught traditionally
- Program 5: ESL taught through academic content using current approaches with no L1 use
- Program 6: ESL pullout - taught by pullout from mainstream classroom with no L1 use
- Program 7: Proposition 227 in California (successive 2-year quasi-longitudinal cohorts)

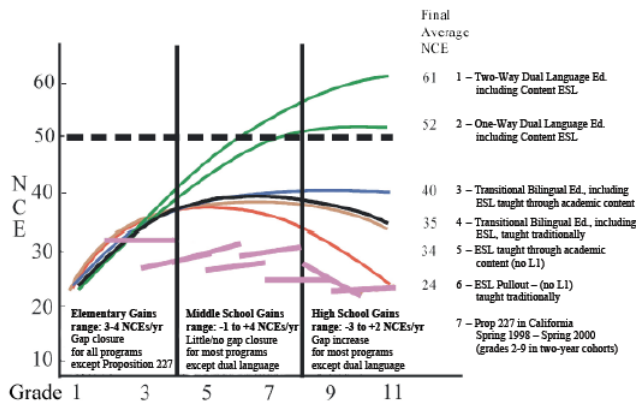


Figure 1. National data comparing different instructional programs for ELLs. Source: From Figure 5.2 in Thomas & Collier's (2009, p. 55) book titled *Educating English Learners for a Transformed World*.

In addition to sound academic performance, the literature on DLI schools has revealed other benefits as well. For example, students that have been educated in DLI programs display positive attitudes about other languages and cultures and continue to use their target languages in daily life (Genesse et al., 2004). Thus, students will more easily embrace the Mandarin Chinese language and culture and will contribute preparing our students for an increasingly global economy and trajectory.

Also, high percentages of students from DLI programs finish high school and attend or express a desire to attend college (Lindholm-Leary & Bosato, 2001; Lindholm-Leary, 2003, 2014). DLI programs are also associated with increased parental involvement. Parental involvement increases since DLI often creates unique types of parental involvement where DLI campuses make efforts to bring families from different linguistic and ethnic backgrounds together (Zehrbach, 2006). Having a school culture focused on bilingual and bicultural literacy may create conditions conducive to the positive, two-way home-school communication envision in parent involvement models (Delgado-Gaitan, 2001).

Furthermore, research has found that there are neurocognitive advantages associated with DLI programs. Bialystok (2001, 2008) found individuals who were bilingual were able to better complete tasks or solve problems. Neurocognitive advantages included abilities associated with attention, inhibition, monitoring, and switching focus

on attention. Consequently, students enrolled in multi-lingual programs qualify and are identified as Gifted and Talented in greater percentages than those in general education. These advantages as well as the aforementioned benefits to DLI are part of the reason why this is a key component of the ILTexas educational model.

Additionally, our educational model K-12 is organized into seven components and taken from the research based guidance found in *The Guiding Principles for Dual Language Education for Dual Language Education, Second Edition*. (2007). www.CAL.org. The seven strands include: Assessment and Accountability, Curriculum, Instruction, Staff Quality and Professional Development, Program Structure, Family and Community, and Support and Resources. Each strand or element is then composed of the different guiding principles that serve to guide our school wide educational model and address all non-negotiable aspects of the ILTexas model, from the use of sheltered instruction (SIOP) to the importance of staff quality and professional development aligned with ILTexas and mission. The Guiding Principles for Dual Language can be found in their entirety (124 page document) at http://www.cal.org/twi/guiding_principles.pdf.

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College Preparatory Program

ILTexas prepares student for exceptional leadership roles in the international community, as stated in our mission.
ILTexas partners with the College Board (for Pre-AP and AP curriculum supplements and instructional strategies).

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Professional Development, etc.) to assist us address the TEKS with relevant college prep rigor and an emphasis on the Texas College and Career Readiness Standards.

Kuder Career Planning System: ILTexas has a partnership with Kuder Career Planning System to assist student career awareness and to prepare them for college and beyond through Navigator (6-12) system. Student and parent resources can be accessed via www.kuder.com. In addition to Kuder, ILTexas works in collaboration with other local, state, and national partners and resources to help us align our program with our K-20 initiatives.

Dual Credit: Dual Credit is a nationally recognized program that allows students to complete many “core curriculum” college classes and/or earning an Associate’s Degree while still in high school. ILTexas partners with Dallas County Community College District (DCCCD), Houston County College District (HCCD), Tarrant County College District (TCCD) and University of Texas at Arlington (UTA) to offer dual credit classes to students in the 10th, 11th and 12th grade.

A student is eligible to enroll in dual credit in the 10th, 11th and 12th grades if he/she:

- Has a good academic standing at ILTexas
- Has completed English II
- Demonstrates college readiness by achieving the minimum passing standards under the Texas Success Initiative as set forth in 19 Texas Administrative Code § 4.85, on relevant section(s) of an assessment instrument approved by the State Board of Education; or
- Demonstrates that he or she is exempt under the provisions of the Texas Success Initiative as set forth in 19 Texas Administrative Code § 19.54.

As these requirements may change from time to time, students and parents are encouraged to contact the ILTexas Dual Credit Specialist for current requirements.

Dual credit classes are offered at ILTexas campus to juniors and seniors should take classes at partnering institutions campuses and/or online (with Counselor’s permission). ILTexas high schools offer shuttles to/from partnering institutions during specific times (check transportation guidelines).

In order for the student to earn dual credit and the additional GPA weight of 1.15, students must:

- Take an approved class via the ILTexas Dual Credit crosswalk; and
- Earn a grade of “C” (70) or higher in their dual credit class

Failing a dual credit class may cause the student to be ineligible for the dual credit program and/or the student may be asked to refrain from taking a dual credit class for one semester based on the recommendation of the campus Counselor.

Texas law requires Texas State Community Colleges and Universities to accept core curriculum classes completed with another Texas State Community College. Grades for dual credit classes are transcribed on both ILTexas and college transcripts. After graduation, college transcript must be sent to the student’s college or university of choice for a transcript evaluation. The intended college will then award credit per their policies.

Students and parents responsible for any tuitions/fees that are associated with dual credit courses, including textbooks.

DUAL CREDIT/COLLEGE PREP

~~ILTexas has a K-12 college preparatory program. As we prepare student for exceptional leadership roles in the international community, as stated in our mission, we partner with the College Board (for Pre-AP and AP curriculum supplements and instructional strategies, Professional Development, etc.) to help us address the TEKS with relevant college prep rigor and an emphasis on the Texas College and Career Readiness Standards. Further, through our partnership with Kuder, we will help each student with not only career awareness, but will help our student prepare for college and beyond through the navigator (6-12) and galaxy (K-5) software and partnering student and parent resources (www.kuder.com). In addition to Kuder, ILTexas works in collaboration with other local, state, and national partners and resources to help us align our program with our K-20 initiatives.~~

~~During their sophomore year, students will prepare to qualify to enroll in our Dual Credit program, an opportunity offered to them beginning the summer prior to their Junior year. A dual credit course is a college course taken by a high school student for which the student earns both college and high school credit. A student is eligible to enroll in dual credit courses in the 11th or 12th grade if the student:~~

- ~~• Demonstrates college readiness by achieving the minimum passing standards under the Texas Success Initiative as set forth in 19 Texas Administrative Code § 4.85, on relevant section(s) of an assessment instrument approved by the State Board of Education; or~~
- ~~• Demonstrates that he or she is exempt under the provisions of the Texas Success Initiative as set forth in 19 Texas Administrative Code § 19.54.~~

~~An 11th grade student is also eligible to enroll in dual credit courses in reading, writing, and/or mathematics if he or she satisfies standards set by the Texas Higher Education Coordinating Board. As these requirements may change from time to time, students and parents are encouraged to contact the Director of College and Career Readiness and/or Chief Academic Officer of the participating college for current requirements.~~

~~Students in grades 11 and/or 12 are eligible to enroll in workforce education dual credit courses if the student demonstrates that he or she achieved the designated minimum standards set by the Texas Higher Education Coordinating Board. A student who is exempt from taking TAKS or STAAR end-of-course assessments may be otherwise evaluated to determine eligibility for enrolling in workforce education dual credit courses. A student may enroll only in those workforce education dual credit courses for which he or she has demonstrated eligibility.~~

~~Students may not enroll in more than two dual credit courses per semester. A student may be exempt from this requirement only through approval by the Director of College and Career Readiness and the Chief Academic Officer of the participating college if the student demonstrates outstanding academic performance and capability.~~

~~Courses may be taken on campus during the school day or at the college campus. In order to receive the high school credit portion of dual credit, as well as the additional 10 points, the course grade must be at least a "C".~~

~~Students and parents are responsible for any fees for dual credit courses.~~

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LANGUAGE ASSESSMENT AND IMMERSION

ILTexas will monitor our students' progress towards mastery of the TEKS and towards mastery of English (for ELLs), Spanish and Chinese. At the conclusion of unit of study, students will be given a Common Summative Assessment (CSA) or Unit Assessment, which will assess their mastery of the TEKS covered under the TEKS RS scope and sequence as further guided and developed by TEKS RS. At the end of each grading period, we hold a district wide Data Day where we not only analyze our data, but most importantly, make data-driven decisions to help us remediate where needed, re-calibrate our backward mapping, and plan for enrichment. Additionally, we Will monitor their development of the Chinese and Spanish languages as shown in the table below:

| | K-5 | | 6-12 |
|---|---|--|--|
| Two-way DLI <i>(Dual Language Immersion Spanish/English)</i> | Students will receive an academic letter grade in content areas (Reading/ Language Arts, Science, Math, Social Studies) | Spanish LOTE <i>(Languages other Than English)</i> | Students will receive an academic letter grade for content specific material (Spanish grade) |
| | Students will receive a language proficiency rating | | Students will receive a language proficiency rating |
| | K-5 | | 6-12 |
| Chinese FLES <i>(Foreign Language in the Elementary School) using immersion methods</i> | Students will receive an academic letter grade for content specific material (Chinese grade) | Chinese LOTE <i>(Languages other Than English)</i> | Students will receive an academic letter grade for content specific material (Chinese grade) |
| | Students will receive a language proficiency rating | | Students will receive a language proficiency rating |

Every 6 weeks' grading period, student's language levels are assessed to track the development of both the Chinese and Spanish languages (and English using TELPAS/ELPS if ELL). American Council on the Teaching of Foreign Languages (ACTFL) Language levels (12) are as follows: Distinguished, Superior, Advanced High, Advanced Mid, Advanced Low, Intermediate High, Intermediate Mid, Intermediate Low, and Novice High, Novice Mid, Novice Low, and 0.

The ACTFL standards are global characterizations of integrated performance in each of four language skills:

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Listening, Speaking, Writing, and Reading. They can be found in their entirety at:
http://www.actfl.org/sites/default/files/pdfs/public/ACTFLProficiencyGuidelines2012_FINAL.pdf



ILTexas Trilingual Trajectory

Elementary Language Programing for Grades K-5

| Spanish | | | | Chinese | |
|-----------------------------|--|---------------------|----------|---|--|
| Grades | Courses | | | Grades | Courses |
| K-5th | Two-way 50/50 Dual Language Immersion Program | | | K-5th | Arlington & Garland K-5th Chinese FLES: <ul style="list-style-type: none"> • Kinder Year 1 Students • 1st Grade Year 2 Students • 2nd Grade Year 3 Students • 3rd-5th Grade Year 4 Students *2nd-5th grade new to ILTexas Year 1 Student Cohorts *K-5 Advanced Chinese Groups (facilitated by TA). Advanced = students working at least 2 proficiency levels above grade level peers. |
| | Grade | Garland & Arlington | Keller | Grand Prairie, North Richland Hills, Katy and West Park | |
| | K | 50/50 | 50/50 | 50/50 | |
| | 1 | 50/50 | 50/50 | 50/50 | |
| | 2 | 50/50 | 50/50 | Modified | |
| | 3 | 50/50 | 50/50 | Modified | |
| | 4 | 50/50 | Modified | Modified | |
| | 5 | Modified | Modified | Modified | |
| | Note: Beginning in 2 nd grade, ILTexas will have a cohort of students per grade level enrolled in a modified DLI program due to enrolling during the second semester of first grade or later. | | | | Keller K-5th Chinese FLES <ul style="list-style-type: none"> • Kinder Year 1 Students • 1st Grade Year 2 Students • 2nd-5th Grade Year 3 Students *2nd-5th grade new to ILTexas Year 1 Student Cohorts *K-5 Advanced Chinese Groups (facilitated by Trainee). Advanced = students working at least 2 proficiency levels above grade level peers. |

North Richland Hills/Grand Prairie/Katy/Westpark
K-5th Chinese FLES
 ● ~~Kinder-5th Grade: Year 1 Students~~
 *K-5 Advanced Chinese Groups (facilitated by Trainee). Advanced = students working at least 2 proficiency levels above grade level peers.

International Leadership of Texas

DLI, FLES, & LOTE

Program Model Descriptors, Vertical Alignment and Trajectory.

Parent Guide



MISSION: The mission of the International Leadership of Texas is to prepare students for exceptional leadership roles in the international community by emphasizing servant leadership, mastering the English, Chinese, and Chinese Languages, and strengthening the body, mind and character.

Elementary Language Programing for Grades K-5

| Spanish (Dual Language Immersion Program) | | | | | Chinese (Foreign Language in Elementary School) |
|---|--------------------------------|-----------------------|--|--|---|
| Grades & Courses | | | | | Grades & Courses |
| K-5th | | | | | K-5th |
| Two-way 50/50 Dual Language Immersion Program | | | | | K-5th Chinese FLES |
| G | Garland & Arlington | Keller | Grand Prairie, North Richland Hills, Katy, West Park, | Lancaster, East Fort Worth, Saginaw Windmills Lakes | |
| K | 50/50 | 50/50 | 50/50 | 50/50 | Arlington & Garland: Kinder- Year 1 Students 1st Grade- Year 2 Students 2nd Grade- Year 3 Students 3rd Grade- Year 4 Students 4th-5th Grade- Year 5 Students |
| 1 | 50/50 | 50/50 | 50/50 | 50/50 | Keller: Kinder- Year 1 Students 1st Grade-Year 2 Students 2nd Grade- Year 3 Students 3rd-5th Grade- Year 4 Students |
| 2 | 50/50 | 50/50 | 50/50 | M | North Richland Hills/Grand Prairie/Katy/Westpark: Kinder - Year 1 Students 1st-5th Grade: Year 2 Students |
| 3 | 50/50 | 50/50 | M | M | East Fort Worth/Lancaster/Saginaw/Windmill Lakes: <ul style="list-style-type: none">● Kinder-5th Grade: Year 1 Students |
| 4 | 50/50 | 50/50 | M | M | *All campuses: 1st-5th Grade Advanced Chinese Groups (facilitated by TA). Advanced = students working at least 2 proficiency levels above grade level peers. |
| 5 | 50/50 | M | M | M | |
| <p>Note: (M) refers to a MODIFIED programming for beginning in 2nd grade, ILTexas will have a cohort of students per grade level enrolled in a modified DLI program due to enrolling during the second semester of first grade or later.</p> | | | | | |

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ADMISSION TO INTERNATIONAL LEADERSHIP OF TEXAS

NOTICE OF NON-DISCRIMINATION

ILTexas does not discriminate on the basis of race, religion, color, national origin, sex, age, or disability in providing educational services, activities, and programs, including vocational and career and technical education programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendment of 1972; Title II of the Americans with Disabilities Act of 1990, as amended, which incorporates and expands upon the requirements of Section 504 of the Rehabilitation Act of 1973, as amended; the Age Discrimination Act of 1975, as amended; and any other legally-protected classification or status protected by applicable law.

Any questions or concerns about the school's compliance with these federal programs should be brought to the attention of the following persons designated to coordinate compliance with these requirements:

Title IX Coordinator, for concerns regarding discrimination on the basis of sex/gender:

~~Finn Simmensen~~ Cynthia Kokosz
~~Legal Services Coordinator~~
1820 N. Glenville Dr., Suite 100
Richardson, TX 75081
~~fsimmensen@ILTexas.org~~ ckokosz@ILTexas.org

Title VII/ADEA Coordinator, for concerns regarding discrimination on the basis of race, color, national origin, religion, or age:

Finn Simmensen
Legal Services Coordinator
1820 N. Glenville Dr., Suite 100
Richardson, TX 75081
fsimmensen@ILTexas.org

ADA/Section 504 Coordinator, for concerns regarding discrimination on the basis of disability:

Angela Marcellus
Director of Student Services
1820 N. Glenville Dr., Suite 100
Richardson, TX 75081
amarcellus@ILTexas.org

All other concerns regarding discrimination:

Angela Marcellus
Director of Student Services
1820 N. Glenville Dr., Suite 100
Richardson, TX 75081
amarcellus@ILTexas.org

SCHOOL ADMISSION

ILTexas is an open-enrollment charter school, which is a public school of choice. Admission and enrollment of students shall be open to persons who reside within the geographic boundaries stated in the school's charter. The total number of students enrolled in ILTexas shall not exceed the number of students approved in the school's charter or subsequent amendments. Total enrollment may further be limited by ILTexas based on occupancy limitations, code compliance, and staffing requirements, as deemed necessary.

In accordance with state law, ILTexas does not discriminate in its admissions policy on the basis of sex; national origin; ethnicity; religion; disability; academic, artistic, or athletic ability; or the district a student would otherwise attend.

Enrollment may not be denied to children who are not legally admitted into the United States.

Exception to Admission

As authorized by the ILTexas charter and Texas Education Code § 12.111(a)(5)(A), students with a documented history of a criminal offense, a juvenile court adjudication, or other school discipline problems under Texas Education Code Chapter 37, Subchapter A, may be excluded from admission and enrollment in ILTexas.

SUBMISSION OF APPLICATIONS AND ADMISSIONS LOTTERY

ILTexas requires applicants (must be a parent or legal guardian) to submit a completed application form in order to be considered for admission. ILTexas has established an application period during which applications are accepted for admissions (or to a lottery if the number of applications exceeds the number of seats available for a grade level). ~~Any~~. ~~Any~~ person who lives within the geographic boundaries of the charter is eligible to apply. Parents must submit an online application form (a paper application will be provided upon request) and submit it prior to the application

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deadline in order to participate in the lottery. An admissions lottery will be conducted if the total number of applicants exceeds the number of open enrollment spots. Each applicant will be assigned a number, and all numbers will be randomly drawn during a scheduled lottery. Each applicant whose number is drawn will be offered admission, with notice provided by email and telephone. Failure of an applicant to respond to an admission's offer within the time specified by ILTexas will result in the forfeiture of his or her position in the application process.

Once all enrollment spots have been filled by the lottery, the remaining numbers will be drawn and the applicants assigned to these numbers will be placed on a waiting list in the order in which they were drawn. When a vacancy arises, the individual next on the waiting list with the lowest number assignment will be offered admission and then removed from the waiting list.

If an application is received after the application period has passed, the applicant's name will be added to the waiting list in the order of the date and time in which the application is received.

Exceptions

Federal guidelines permit ILTexas to exempt from the lottery students who are already attending the school; siblings of students already admitted to or attending ILTexas; and children of ILTexas' founders, teachers and staff, so long as the number of these students constitutes only a small percentage of the school's enrollment.

Students already attending ILTexas will be exempt from the lottery as long as an intent to return form is completed during the enrollment period prior to the intent to return deadline. For the purpose of the sibling exemption, siblings are defined as a person who shares a common parent through birth, marriage, or adoption.

MCKINNEY VENTO HOMELESS EDUCATION ASSISTANCE ACT OF 2001

Homeless children and youth are ensured specific educational rights and protections. A listing of these specific rights may be obtained from ILTexas by contacting Myrna Apodaca, Director of PEIMS, 1820 N. Glenville Dr., Suite 100, Richardson, TX 72081. 972-479-9078, Ext. 1046.

"Homeless children and youth" as defined and covered by the McKinney-Vento Homeless Education Assistance Act of 2001:

- Means individuals who lack a fixed, regular, and adequate nighttime residence.
- Includes children and youth who are sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason.
- Are living in motels, hotels, trailer parks, or camping grounds due to the lack of alternative accommodations.
- Are living in emergency or transitional shelters.
- Are abandoned in hospitals, or are awaiting foster care placement.
- Children and youth who have a primary nighttime residence that is a public or private place not designed as a regular sleeping accommodation for human beings.
- Children and youth who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations.

Parents of students in homeless situations can keep their students in their schools of origin (the school that the child or youth attended when permanently housed or the school in which the child or youth was last enrolled even if the student is now residing outside the school attendance area or school district) or enroll them in any public school that students living in the same attendance area are eligible to attend.

PREGNANCY RELATED SERVICES

Pregnancy Related Services are support services, including Compensatory Education Home Instruction (CEHI), that a pregnant student receives during the pregnancy, prenatal and postpartum periods. Any pregnant and/or parenting student that is enrolled in ILTexas is eligible for PRS services. We support a comprehensive approach to supporting students by offering a coordination of services and monitoring grades and attendance regularly to ensure academic success.

When a student is first reported to be, or is first known to be pregnant by a teacher, counselor, or any school official, a referral is to be made immediately to the student's school nurse. The Nurse/Counselor visits with the student concerning her pregnancy and determines if it has been verified by a doctor or other qualified medical professional. The Nurse/Counselor then initiates PRS services by completing a PRS intake form. That form is submitted to PEIMS and Student Services officials, as well as the student's campus At-Risk Coordinator. PRS services to the student as well as the Compensatory Education funding for those services begin as of the date the PRS form is completed.

When a School District agrees to provide PRS services and accepts PRS funding, it must provide CEHI. CEHI is home instruction in which school assignments for the student are collected from the student's regular classroom teachers and are taken to the student at home by a certified teacher. That teacher works with the student at home for at least four hours a week, and then returns the student's work to her regular teacher for grading. Prenatal CEHI services are provided when the student's doctor determines she cannot continue to come to school due to a serious medical complication to the pregnancy. Prenatal CEHI services continue until the doctor determines she can return to school or until the pregnancy ends. Postnatal CEHI services begin the day after delivery and can continue for a maximum of 10 weeks post-delivery if there are serious medical complications relative to the delivery that involves the student or her infant. Postnatal CEHI is generally provided for a period of two to three weeks if the student has a normal delivery, and up to six weeks if the delivery is by C-section. A student with no post-delivery complications returns to her campus within approximately two weeks. PRS services end when postnatal CEHI ends, when the pregnancy ends due to circumstances other than delivery or when the student ends their enrollment in ILTexas during her pregnancy. Additional information regarding ILTexas's Pregnancy Related Services may be obtained from Angela Marcellus, Director of Student Services, at 972-479-9078.

INTRA-DISTRICT TRANSFER POLICY

ILTexas allows Intra-District transfers among our schools under the same charter for currently enrolled student. The intent of an Intra-District transfer is to accommodate families who have moved and have a documented change of residency or have a change in job site location.

The student's parent must complete a student transfer request form. Decisions on transfers for the upcoming school year will be made by the office of the Registrar. If there are more requests than available spaces in a respective grade, we will proceed with the most recent approved application to determine which transfers will be approved, and the remainder will be placed on the waitlist. If you have questions about the transfer process, please contact the [DFW Registrar's office at 972-479-9078](#) or [Houston Area Registrar's office at 713-955-7844](#).

STUDENT INFORMATION

Any student admitted to ILTexas must have records such as report card and/or transcript from the previous school attended to verify his or her academic standing. Verification of residency and current immunization records are also required. Every student enrolling in ILTexas for the first time must present documentation of immunizations as required by the Texas Department of State Health Services.

No later than 30 days after enrolling in ILTexas, the parent and school district in which the student was previously enrolled shall furnish records that verify the identity of the student. These records may include the student's birth certificate or a copy of the student's school records from the most recently attended school.

ILTexas will forward a student's records on request to at school in which a student seeks or intends to enroll without the necessity of the parents' consent.

FOOD ALLERGY INFORMATION

The parent of each student enrolled in ILTexas must complete a form provided by the school that discloses (1) whether the child has a food allergy or a severe food allergy that should be disclosed to the school to enable ILTexas to take any necessary precautions regarding the child's safety and (2) specifies the food(s) to which the child is allergic and the nature of the allergic reaction.

For purposes of this requirement, the term "severe food allergy" means a dangerous or life-threatening reaction of the human body to a food-borne allergen introduced by inhalation, ingestion, or skin contact that requires immediate medical attention.

ILTexas may also require information from a child's physician if the child has food allergies.

Food allergy information forms will be maintained in ~~the the child's~~ students' records, and shall remain confidential. Information provided on food allergy information forms may be disclosed to teachers, school counselors, school nurses, and other appropriate school personnel only to the extent consistent with Board policy and as permissible under the Family Educational Rights and Privacy Act of 1974 ("FERPA").

RESIDENCY VERIFICATION

The Texas Education Code authorizes schools to obtain evidence that a person is eligible to attend public schools. To be eligible for continued enrollment in ILTexas, each student's parent must show proof of residency at the time of enrollment. Residency may be verified through observation, documentation, and other means, including, but not limited to:

1. A recently paid rent receipt,
2. A current lease agreement,
3. The most recent tax receipt indicating home ownership,
4. A current utility bill indicating the address and name of the residence occupiers,
5. A current car insurance copy indicating the address and name of the residence occupiers,
6. Mailing addresses of the residence occupiers,
7. Visual inspection of the residence
8. Interviews with persons with relevant information, or
9. Building permits issued to a parent on or before September 1st of the school year in which admission is sought (permits will serve as evidence of residency for the school year in which admission is sought only).

Falsification of residence on an enrollment form is a criminal offense.

WITHDRAWAL PROCEDURE

Voluntary Withdrawal

Parents of students withdrawing from ILTexas are requested to meet with the Campus Principal or Designee before proceeding with the withdrawal process. A Withdrawal Form and a Transcript Request Form may be obtained from the office of the registrar. Transcripts or student records will be provided within ten (10) business days of the following;

- Counselor's receipt of the Transcript Request Form / Student records
- Payment of any unpaid fees; and
- Returning school property, including but not limited to campus technology, books and uniforms associated with band, athletics, etc.

A student who is 18 years of age or older, who is married, or who has been declared by a court to be an emancipated minor, may withdraw without parental signature.

Involuntary Withdrawal

ILTexas may initiate the withdrawal of a student under the age of 18 for non-attendance if:

1. The student has been absent ten consecutive school days; and
2. Repeated efforts by ILTexas to locate the student have been unsuccessful.

Additionally, ILTexas may revoke the enrollment of a student 19 years of age or older who has more than five unexcused absences in one semester.

A student who withdraws for any reason during the school year may re-enroll only if there are open seats available. If no seats are available, the student will be placed in the lottery process and/or added to the waiting list. See also the Student Code of Conduct for additional requirements if a student withdraws prior to a pending disciplinary action.

Additional Information on Admission Process may be obtained from the campus Principal's Office. Information will also be posted on the School and ILTexas website.

ASSESSMENTS/STAAR/ACADEMIC SUPPORT

ASSESSMENT

We believe that assessment plays a critical role in driving the quality curriculum necessary to empower students to reach their potential. Assessment tells us where students are in their learning, and provides students guidance towards higher levels of achievement. Assessment is central to the ILTexas effort to achieve its mission.

END OF CYCLE ASSESSMENTS (ECA)

An End of Cycle Assessment is used at the conclusion of each grading period to assess learning and understanding of the curriculum. An ECA is standardized across the ILTexas district. Semester Exams/Final Exams at the High School level courses are designed to measure student understanding of required learning objectives taught over the course of the semester/year. The results of these assessments determines a student's overall understanding or mastery of the assessed subject.

REQUEST FOR FINAL EXAM DATE CHANGE

High School Final or Semester Exams dates are established by the district. Only in the most extreme circumstances (e.g. death in the immediate family), will approval be given for a request to change a final or semester exam. ~~Exams, except by special exception of the Campus Principal, must be administered during the assigned final examination schedule.~~

EARLY READING INDICATOR

ILTexas will use a research-based, state approved tool (~~such as TPRI/Tejas LEE~~) to detect early reading difficulties or risk of reading difficulties at an early level and to provide a summary of reading skills and comprehension which teachers can use in planning individual and/or group instruction. This assessment fulfills the requirements of the Texas Education Code 28.006.

STATE OF TEXAS ASSESSMENTS OF ACADEMIC READINESS (STAAR) TESTING AND REMEDIATION

ILTexas is committed to student success on the State of Texas Assessments of Academic Readiness (STAAR) and takes seriously its obligation to provide students the support and assistance they need to succeed. All students at STAAR-testeding grade levels (3 – 12) will be regularly assessed to ensure they are making appropriate progress through the required state curriculum. Students who are not making satisfactory progress will receive remedial help. Students who have failed a STAAR test in SSI years will be required to attend academic support classes / tutorials (accelerated instruction) when the school offers them in the areas in which the standard was not met. In some cases, this may be an on-going, regularly scheduled class. In others, it may be an intense scheduled tutorial period for any time frame prior to the STAAR testing scheduled for March-May.

The State of Texas Assessments of Academic Readiness (STAAR) and its related End-of-Course (EOC) assessments for high school grades will consist of the following examinations:

Elementary and Middle School

Grade 3: Reading & Math

Grade 4: Reading, Math, & Writing

High School End of Course

English I and II and III

Algebra I and Algebra II

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Grade 5: Reading (SSI), Math (SSI), & Science Biology
Grade 6: Reading & Math US History
Grade 7: Reading, Math & Writing
Grade 8: Reading (SSI), Math (SSI), Science, & Social Studies

Performance on STAAR Exams

Successful performance on the reading and math assessments in grades 5 and 8 is required by law, unless the student is enrolled in a reading or math course for students above the student’s current grade level, in order for the student to be promoted to the next grade level.

~~STAAR Modified and STAAR Alternative, for students receiving special education services, will be available for eligible students, as determined by the student’s ARD committee.~~

~~STAAR L is a linguistically accommodated assessment that is available for certain limited English proficient students, as determined by the student’s Language Proficiency Assessment Committee. A Spanish version of STAAR is also available to students in grade 5 who need this accommodation.~~

Performance on EOC Assessments

High School students are required, with limited exceptions, to perform satisfactorily on the High School End of Course assessments listed above. A student who has not achieved sufficient scores on the EOC assessments to graduate will have opportunities to retake the assessments. State law and state rules also provide for certain scores on norm-referenced national standardized assessments to substitute for the requirement to meet satisfactory performance on an applicable EOC assessment should a student choose this option.

If a student fails to perform satisfactorily on an EOC assessment, ILTexas will provide remediation in the content area for which the performance standard was not met. This may require student participation before or after normal school hours, or at times of the year outside of normal school operations. Satisfactory performance on the applicable assessments will be required for graduation, except in circumstances where a student may be eligible to graduate in accordance with a plan approved by an Individual Graduation Committee.

~~STAAR Modified and STAAR Alternate 2, for students receiving special education services, who have significant cognitive disabilities will be available for eligible students, as determined by the student’s ARD committee. These particular EOC-assessments may have different testing windows than the general assessments, and the ARD committee will determine whether successful performance on the assessments will be required for graduation.~~

~~STAAR L, which is a linguistically accommodated assessment, will be available for students who have been determined to be limited English proficient and who require this type of testing accommodation.~~

~~Beginning in Spring 2016, the Texas Education Agency will voluntarily administer STAAR EOC assessments for Algebra II and English III.~~

MIDDLE SCHOOL ALGEBRA I & ENGLISH I PARENT/STUDENT OPTIONS (IF SUCCESS IS NOT MET)

- ALGEBRA I

If a student passes 8th grade Algebra I class but fails the Algebra I EOC then the parent(s) and student have two options:

- A. The student retakes EOC in July. If the student passes, they receive HS credit for Algebra I. If the student fails the July administration of the EOC then it is expected that the student repeat Algebra I in 9th grade.
- B. The student retakes Algebra I the following year as a freshman and then retakes the EOC at the end of Algebra I.

- ENGLISH I

If a student passes 8th grade English I but fails the English I EOC then the parent(s) and student have two options:

- A. The student retakes EOC in July. If the student passes, they receive HS credit for English I. If the student fails the July administration of the EOC then it is expected that the student repeat English I in 9th grade.
- B. The student retakes English I the following year as a freshman and then retakes the EOC at the end of English I.

TEXAS ENGLISH LANGUAGE PROFICIENCY ASSESSMENT SYSTEM (TELPAS)

ILTexas will utilize the TELPAS to assess the English language proficiency of K-12 English Language Learners (ELLs). English language proficiency assessments in grades K-12 are federally required to evaluate the progress made by ELLs in becoming proficient in the use of academic English. ELLs will be assessed in four language domains - listening, speaking, reading, and writing.

PRE-SCHOLASTIC APTITUDE TEST (PSAT)

Students in grade 10 ~~and 11~~ will be expected to take the PSAT in October.

SCHOLASTIC APTITUDE TEST (SAT) AND AMERICAN COLLEGE TESTING (ACT)

Applications for taking the SAT and ACT are available in the high school counselor's office. Fee waiver forms for these tests are also available in the counselor's office. Students in Grades 11 and 12 ~~usually~~ take these tests.

SPECIAL PROGRAMS

Bilingual/ESL Services

ILTexas offers Bilingual/English as a Second Language ("ESL") services for English language learners who are ~~limited to their English proficiency~~ identified as English Learners (EL's). The program is designed to assist students identified as having Limited English Proficiency with development in language – listening, speaking, reading, and writing. The goal of this program is to provide additional English language assistance to students, enabling them to become academically successful in all classes. Students are assessed with state-approved Oral Language Proficiency and Norm-Referenced Test to qualify for placement in the program. If the test results

indicate either limited oral or limited cognitive academic English ability, the student (with parent approval) is provided additional English language support.

Special Education Services

ILTexas has the responsibility of identifying, locating, and evaluating individuals with disabilities who are 5 to 21 years of age and who fall within the school's jurisdiction. If you know or suspect that your student has a disability, please contact the school's Special Education Coordinator for information about available programs, assessments, and services.

Special education services are specifically designed to meet the unique needs of students with disabilities. Each student who receives special education services has an Individual Education Plan ("IEP"), which is developed by the student's Admission, Review, and Dismissal ("ARD") Committee. The ARD Committee considers the student's disability and determines appropriate accommodations, supplementary aids, and/or services that are necessary for the student to participate in the general curriculum.

All special education services are provided in the least restrictive environment, which may be special education settings, general education settings, or a combination of both. All students receiving special education services are educated to the maximum extent appropriate with their non-disabled peers as well as participating in all school activities on the same basis as students who are not disabled.

The Notice of Procedural Safeguards – Rights of Parents of Students with Disabilities, can be obtained from the Special Education Coordinator or at the Texas Education Agency Special Education Website: <http://www.tea.state.tx.us/special.ed/>. For further information, please contact your campus.

Providing Assistance to Students Who Have Learning Difficulties or Who Need Special Education Services

If a student is experiencing learning difficulties, the parent may contact the campus Counselor to learn about ILTexas' overall general education referral or screening system for support services. This system links students to a variety of support options, including referral for a special education evaluation. Students having difficulty in the regular classroom should be considered for tutorial, compensatory, and other academic or behavior support services that are available to all students, including a process based on Response to Intervention ("RTI"). The implementation of RTI has the potential to have a positive impact on the school's ability to meet the needs of all struggling students.

At any time, a parent is entitled to request an evaluation for special education services by presenting a written request to the Special Education Coordinator or an administrative employee. ILTexas must, within 15 school days of receiving the request, either (1) give the parent an opportunity to give written consent for the evaluation or (2) refuse to provide the evaluation and provide the parent with written notice that explains why the child will not be evaluated. This written notice will include a statement that informs the parents of their rights if they disagree with the school. Additionally, the parent will receive a copy of the Notice of Procedural Safeguards – Rights of Parents of Students with Disabilities.

If consent for evaluation is obtained, then ILTexas must complete the evaluation and report within 45 school days of the date the school receives the written consent. ILTexas must give a copy of the evaluation report to the parent.

Section 504 Services

ILTexas provides a free appropriate public education to each qualified student with a disability, regardless of the nature or severity of the student's disability. A "student with a disability" is one who has a physical or mental impairment that substantially limits one or more of the student's major life activities, has a record of having such impairment, or is regarded as having such impairment. A student with a disability is "qualified" if he or she is between the ages of 3 and 21, inclusive.

An appropriate education is the provision of regular or special education and related services that are (1) designed to meet the student's individual educational needs as adequately as the needs of students who do not have disabilities are met; and (2) based on adherence to procedures that satisfy federal requirements for educational setting, evaluation and placement, and procedural safeguards.

Qualified students with disabilities will be placed in the regular educational environment, unless ILTexas demonstrates that education in the regular environment with the use of supplemental aids and services cannot be achieved satisfactorily. Should an alternate educational environment be necessary, the school will comply with all legal requirements regarding least restrictive environment and comparable facilities for students with disabilities. In providing or arranging for nonacademic and extracurricular services and activities, the school will ensure that a qualified student with a disability participates with students who do not have disabilities to the maximum extent appropriate.

To be eligible for services and protections against discrimination on the basis of disability under Section 504 of the Rehabilitation Act, a student must be determined, as a result of an evaluation, to have a "physical or mental impairment" that substantially limits one or more major life activities. If a student has or is suspected of having a disability, or requires special services, parents or teachers should contact the Special Education Coordinator for information concerning available programs, assessments, and services.

Services for Title I Participants

Information regarding ILTexas' Title I program may be obtained from Krystal Lovato, Director of Federal Programs.

ATTENDANCE

STUDENT ATTENDANCE/ABSENCES

Student absences may result in serious disruption of a student's mastery of instructional materials and therefore, the student should avoid unnecessary absences. If the parent/guardian or student has questions about attendance they should contact the school attendance office for information.

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Students are expected to be in school except in cases of emergency, illness, or school-approved absences.

~~Students should make every effort to be present daily. If an absence is unavoidable, a parent/guardian should call or email the campus main office before 9:45 a.m. on the date of the absence with the reason for the student's absence. All absences will be verified by the school attendance office starting at 8:30 and if the school has not been notified by 9:45 a.m., the student absence will be recorded as "unexcused." It is important that the parent calls in and that the parent speaks directly to the person in charge of attendance. A message may be left on the school's voice mail service; however, it is the parent's responsibility to make sure the message was received. When a parent/guardian knows in advance about a future absence, prior written permission for the absence to be considered excused should be received in advance. When the student returns to school, he/she should provide the office with a note signed by a parent/guardian explaining the reason for the absence. Since absences may determine grading and course credit, all documentation regarding absences will be retained in the student's cumulative file for a period of 5 years.~~

Students should make every effort to be present daily. If an absence is unavoidable, a parent/guardian should call or email the campus main office before 9:25 a.m. for students in grades K-8 or before 9:30 for students in grades 9-12 on the date of the absence with the reason for the student's absence. All absences will be verified by the school attendance office starting at 8:30 and if the school has not been notified by 9:25 a.m. (K-8) or 9:30 a.m. (9-12), the student absence will be recorded as "unexcused." It is important that the parent calls in and that the parent speaks directly to the person in charge of attendance. A message may be left on the school's voice mail service; however, it is the parent's responsibility to make sure the message was received. When a parent/guardian knows in advance about a future absence, prior written permission for the absence to be considered excused should be received in advance. When the student returns to school, he/she should provide the office with a note signed by a parent/guardian explaining the reason for the absence. Since absences may determine grading and course credit, all documentation regarding absences will be retained in the student's cumulative file for a period of 5 years.

COMPULSORY ATTENDANCE

The state compulsory attendance law requires that a student between the ages of six and 19 must attend school and school-required tutorial sessions unless the student is otherwise legally exempted or excused. ILTexas staff must investigate and report violations of the state compulsory attendance law. A student absent from school without permission from any class, from required special programs, or from required tutorials will be considered "truant" and subject to disciplinary action.

A student who voluntarily attends or enrolls after his or her 19th birthday is required to attend each school day. If a student 19 years of age or older has more than five unexcused absences in a semester, ILTexas may revoke the student's enrollment, except that the school may not revoke the enrollment on a day on which the student is physically present at school. The student's presence on school property thereafter would be unauthorized and may be considered trespassing. Prior to revoking the student's enrollment, ILTexas shall issue a warning letter to the student after the third unexcused absence stating that the student's enrollment may be revoked for the remainder of the school year if the student has more than five unexcused absences in a semester. As an alternative to revoking enrollment, ILTexas may impose a behavior improvement plan.

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Notice to Parents: Under Texas Education Code § 25.095(a), you are hereby notified that if a student is absent from school on ten or more days or parts of days within a six-month period in the same school year, the student's parent is subject to prosecution under Texas Education Code § 25.093; and the student is subject to referral to a truancy court for truant conduct under Texas Family Code § 65.003(a).

ILTexas shall notify a student's parent if the student has been absent from school, without excuse, on three days or parts of days within a four-week period. The notice will inform the parent that it is the parent's duty to monitor the student's school attendance and require the student to attend school; the student is subject to truancy prevention measures under Texas Education Code § 25.0915; and that a conference between school officials and the parent is needed to discuss the absences.

PERSONAL ILLNESS

When a student's absence for personal illness exceeds three consecutive days, the student will be required to present a statement from a physician or health clinic verifying the illness or other condition causing the student's extended absence from school. If the student has established a questionable pattern of absences, the Campus Principal may require a physician or clinic's statement of illness after a single day's absence. This procedure will be used as a condition for classifying the absence as excused or as one for which extenuating circumstances exist. Failure to provide the required statement may result in the student and/or parent being charged with violating the compulsory attendance laws as well as the possibility of a loss of credit.

EXCUSED ABSENCES

State law allows exemptions to the compulsory attendance requirements for several types of absences if the student makes up all work. These include the following activities and events:

- Religious holy days;
- Required court appearances;
- Activities related to obtaining United States citizenship;
- Service as an election clerk;
- Documented health-care appointments for the student or a child of the student, including absences for recognized services for students diagnosed with autism spectrum disorders. A note from the health-care provider must be submitted upon the student's arrival or return to campus;
- For students in the conservatorship (custody) of the state;
- Mental health or therapy appointments; or
- Court-ordered family visitations or any other court-ordered activity, provided it is not practicable to schedule the student's participation in the activity outside of school hours.

A junior or senior student may also be absent for up to two days per school year for purposes of visiting a college or university, provided the student receives approval from the counselor or Principal, follows ILTexas' procedures to verify such a visit, and makes up any work.

Absences of up to two days in a school year will also be considered an exemption for a student serving as an early voting clerk, provided the student notifies his or her teachers and receives approval from the Principal prior to the absence.

Absences of up to five days will be excused for a student to visit with a parent, stepparent, or legal guardian who has been called to duty for, is on leave from, or immediately returned from certain deployments.

For religious holy days, required court appearances, activities related to obtaining citizenship, and serving as an election clerk, one day of travel to the site and one day of travel from the site shall also be excused by ILTexas.

Upon the student's return to school from being absent, he/she must go to the attendance clerk with a note from parent prior to entering the classroom. Students are to make contact with the teacher to make up work missed due to excused absences. Regardless of the reason, absences will be marked "unexcused" if the parent does not contact the school in writing. A note (email or written confirmation) from the parent / guardian must be provided the day of the student's return. If a note is not provided within three working calendar days of the student's return, the absence will be marked "unexcused" resulting in possible academic penalties. (Example: If a student is absent on Monday and returns to school on Tuesday, then Tuesday would be considered day one; Wednesday, day two; and Thursday, day three). If the student does not have a note submitted to the Attendance Office by the end of the school day on Thursday, the student's absence(s) will be marked as "unexcused."

UNEXCUSED ABSENCES

Absences not excused by law or school procedure and absences that are not a result of approved extracurricular activities shall be designated as unexcused, even if the student has parental permission to be absent.

CLOSED CAMPUS FOR GRADES 6-12

A student may not leave campus after arriving at school unless the student is safely picked up by a parent or designee with parental permission documented with the attendance clerk. A student who leaves campus without permission will receive disciplinary action.

LATE START / EARLY DISMISSAL FOR GRADES 6-12

Students who have a scheduled Late Start/Early Dismissal must show a school ID or driver's license to the attendance clerk in order to be released from school. Please refer to the section regarding Late Start/Early Dismissal in the Academic Programs section for further eligibility requirements.

DAILY ATTENDANCE TAKING

~~Grades K-5 attendance is taken by 9:45 a.m. In grades 6-12 attendance is taken each class period and is recorded for state attendance purposes at exactly 9:45 a.m. In grades 6-8, an absence is~~

~~defined as missing the first five minutes of class. Missing the first 10 minutes of class is defined as an absence for students in grades 9-12.~~

Grades K-5 attendance is taken at 9:25 a.m. In grades 6-12 attendance is taken each class period and is recorded for state attendance purposes at exactly 9:25 a.m. for grades 6-8 and 9:30 a.m. for grades 9-12. In grades 6-8, an absence is defined as missing the first five minutes of class. Missing the first 10 minutes of class is defined as an absence for students in grades 9-12.

Student attendance will also need to be recorded when high school students are enrolled in the dual credit program with our partnering community college. Students are expected to report to their ILTexas campus before leaving to the community college. Attendance will be recorded at the high school campus. If a morning absence at the campus is unavoidable, the student must bring a completed Attendance Verification Form signed by the community college professor to obtain attendance credit for the periods in question.

EARLY RELEASE/STUDENT SIGN-OUT

A signed note from a parent ~~must~~ should be submitted to the attendance clerk before 10:00 a.m. on the day the student is to be dismissed early. A verifiable telephone number must be written on the note. If the appointment is made after the student arrives on campus, a parent must call or email the attendance clerk. If a parent shows up unannounced, it will take additional time to excuse the student from class. If no dismissal slip is issued, departure from school is unexcused.

Parents will sign the student out with the attendance clerk. If the parent is unable to sign the student out, it must be stated in the note, which should include an explanation of the student's means of transportation. If the student returns to campus on the same day, he/she must sign in with the attendance clerk. When leaving for a doctor's appointment, student drivers will be permitted to sign themselves out if they have already submitted a parent authorization note. Students will not be called to the main office until parent arrives.

STUDENT AGE 18 AND OVER

A student who is age 18 or older and living independently of his/her parent is permitted to verify his or her own absences and sign out. Parent and student must have a signed release on file with the attendance clerk.

ATTENDANCE FOR CREDIT OR FINAL GRADE

To receive credit or a final grade in a class, a student must attend at least 90% of the days the class is offered. These days include both excused and unexcused absences. Attendance is recorded each grading period and reported as part of the report card.

A student who attend at least 75% but fewer than 90% of the days the class is offered may receive credit or a final grade for the class if he or she completes a plan approved by the Principal that allows the student to fulfill the instructional requirements for the class. A student under the jurisdiction of a court in a criminal or juvenile justice proceeding may not receive credit or a final grade without approval from the judge presiding over the student's case.

A student who attends less than 75% of the days the class is offered or has not complete the plan approved by the Principal will be referred to the Attendance Review Committee to determine whether the absences were due to extenuating circumstances and how the student may regain credit or earn a final grade. The Attendance Review Committee will consider the following factors when determining whether there are extenuating circumstances for the absence:

1. All absences, whether excused or unexcused, must be considered, with consideration given to special circumstances as defined by the Texas Education Code.
2. For a student transferring into ILTexas after school begins, including a migrant student, only those absences after enrollment will be considered.
3. In reaching consensus about a student's absences, the committee will attempt to ensure that its decision is in the best interest of the student.
4. The committee will consider whether the absences were for reasons over which the student or parent could exercise control.
5. The committee will consider the acceptability and authenticity of documentation expressing reasons for the student's absences.
6. The committee will consider the extent to which the student has completed all assignments, mastered the essential knowledge and skills, and maintained passing grades in the course or subject.
7. The student, parent or other representative will be given an opportunity to present any information to the committee about the absences and to discuss ways to earn or regain credit.

If credit is lost because of excessive absences, the Attendance Review Committee will decide how the student may regain credit or earn a final grade. If the committee determines there are no extenuating circumstances and that credit or a final grade may not be earned, the student or parent may appeal the committee's decision to the Board of Directors by filing a written request with the Superintendent. The appeal notice must be postmarked to the following address within 30 days following the last day of instruction in the semester for which credit was denied:

International Leadership of Texas
Notice of Appeal: Class Credit
Attn: Superintendent
1820 N. Glenville Dr., Ste., 100
Richardson, TX 75081

The appeal will then be placed on the agenda of the next regularly scheduled Board meeting. The Superintendent or designee shall inform the student or parent of the date, time, and place of the meeting.

TARDIES

ILTexas expects punctuality and dependability and maintains a strict policy regarding tardiness. Tardiness to school and to class is unacceptable and is punishable by detention or classroom consequences. Excessive or habitual tardiness may be grounds for After School Discipline (ASD) or other disciplinary action. Students arriving to school late cannot enter classes without a tardy slip from the Main Office. Every effort should be made to schedule medical/dental appointments at times other than during school hours, especially not the mornings. Nonetheless, tardiness will

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be excused for scheduled doctor, dentist, or orthodontist appointments, illnesses, and emergencies upon returning to school with a note from the doctor or a parent to the Attendance Office. Tardiness will not be excused for reasons of tiredness, traffic, or errands. Students will receive a detention or classroom consequences for unexcused tardiness. Students with three attendance-related detentions will be given notice of more serious consequences for further tardiness. Any student who arrives with unexcused tardies may receive a detention. The principal or teacher may issue attendance-related detentions and decide whether a tardy is excused or not.

➤ ELEMENTARY

Students are expected to be on time for all classes. A student will be considered tardy if he/she is not on campus by the beginning of the school day. Teachers will make contact with the student's parent prior to office referrals and will handle the first three tardies using teacher detentions or other appropriate consequences.

➤ SECONDARY

Students are expected to be in their desks working at the start of class. Teachers will make contact with the student's parent prior to office referrals and will handle the first three tardies using detentions.

ARRIVAL AND DISMISSAL PROCEDURES

ILTexas students are expected to come directly to school and to go home by the safest possible route. On their way to and from school students are to conduct themselves as Ambassadors by being courteous and respectful to everyone and obey all school and traffic rules. Safe and orderly arrival and dismissal helps our students begin and end their days in a calm manner. Please help your child be ready to learn by making sure he or she arrives to school on time and knows the schedule. Additionally, please follow campus drop off and pick up procedures as delineated on each campus website.

Students who are tardy must enter through the main entrance and report to the office to sign in so that their attendance record can be corrected.

If students arrive or leave school by walking, they should walk with other students, cross the street at the pedestrian crosswalks, and go directly to and from school. Please adhere to all traffic and pedestrian laws. The safety of our students is of utmost concern to us.†

It is a violation of state law as well as dangerous for the safety of our students to use hand-held cell phones when driving on school property and in school zones. Cell phones must be hands-free and should never be a distraction. No cell phone use during drop-off and pick-up times unless parked in a marked space.

At dismissal time students are to go directly home, to their designated transportation area (Drive Line zone), or wait in the designated area to be picked up. At the K-8 levels, students should not go to another student's home without making arrangements prior to coming to school. If you need for your child to go home with someone else, a written (or emailed) note to the school is required.

Running around and disruptive play is not acceptable. After school care can be arranged through the [campus After School Care provider](#) YMCA for ages 5-12.

Parents wishing to pick their child up before school dismissal must do so by following school attendance policies. It is our hope that dentist and doctor appointments can be made after school hours or on Saturdays, if possible. If this is not possible and your child has an appointment and must be released from school early you need to send a note indicating the time you will pick him/her up. Students will not be called to the main office until you arrive.

SCHOOL HOURS

ILTexas students attend school for a period of at least 8 hours each day. Each campus will post information regarding school hours on the campus website located at ILTexas.org.

STUDENT DRIVERS

Driving and parking on school grounds are a privilege. This privilege may be revoked if proper guidelines are not followed. In order to qualify for parking at ILTexas, student drivers must complete the Student Driver Application, pay the requisite fee of \$20 per semester or \$30 for the year (paid by September 1), and properly display the school's parking decal on their vehicle. The application requires students to submit a photocopy of their current driver's license and proof of insurance. Both documents must be current and on file before parking privileges are extended.

Student drivers must:

- Park only in the areas designated as student parking;
- Drive safely at all times, using extreme caution for other students and pedestrians;
- Obey all traffic instructions from teachers and school personnel; and
- Obey all posted traffic signs and markings.

BEYOND THE CLASSROOM

FIELD TRIPS

Scheduled field trips are an important part of the school curriculum. Parents will be notified (campus website, email, School Messenger) when field trips are planned. Permission/Release forms must be signed by the parent and presented to the field trip organizer before a student is permitted to participate in a field trip activity. All students are expected to be in full uniform unless special permission has been obtained from the campus principal. An alternative activity may be provided to any student who exhibits unacceptable behavior throughout the school year and/or while attending any field trip.

END OF YEAR EDUCATIONAL TRIPS

Throughout the year, students work in their academic classes to earn trips that help make connections between their in-class learning and the world beyond. In order to attend, students must meet academic and behavioral expectations of the school, participate in Grade Level Trip

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Fundraising Activities, and pay for their portion of the trip as allowed by law. Information will be distributed by campuses and/or the district and can be subject to change.

- ~~4TH GRADE: One day trip to Austin (exact cost to be provided at a later date)~~
- ~~5TH GRADE: Sky Ranch or Collin County Adventure Camp (3 days/2 nights) leadership/team building camp (exact cost to be provided at a later date)~~
- ~~7TH GRADE Texas History and University Visits (5 days/4 nights) [May include Austin (Capitol and University of Texas), San Antonio (Alamo, the Riverwalk, University of Texas San Antonio, St Mary's University), Corpus Christi (Padre Island, Texas A&M University Corpus Christi, State Aquarium, U.S.S. Lexington), Houston (NASA and Rice University) and College Station (Texas A&M University and President Bush Library of Public Service)]. Approximate cost \$450 (exact cost to be provided at a later date).~~
- ~~8TH GRADE: U.S. History Tour (10-14 days/nights) [May include: Jamestown, Williamsburg, Yorktown, Monticello, Washington DC, Gettysburg, Ft. McHenry, Annapolis, Independence Hall, and New York] Approximate cost \$1,200 (exact cost to be provided at a later date).~~
- ~~9TH -12TH GRADE: Four week study abroad in China with one of our sister schools. Approximate cost \$2,500 for airfare and other incidentals. Exact cost will be provided by the Superintendent and Principals at a later date.~~

FUNDRAISING

Students and/or parents/guardians will have opportunities to participate in Principal-approved fundraising activities. Fundraising for personal (non-ILTexas) reasons will not be allowed.

TRANSPORTATION

ILTexas ~~will may~~ arrange and coordinate ~~all~~ transportation for ~~all~~ off-site events for participants. ~~S~~Students must get written permission in advance and assume all liability if they do not use school transportation, ~~if it is provided.~~ ~~Participants may not drive other students or participants to school-sponsored events.~~ If ILTexas provides transportation, ~~s~~Students are expected to follow the directions of the teacher/sponsor and driver at all times. The Student Code of Conduct and all school rules apply when attending a school-sponsored and/or sanctioned event.

VIDEO MONITORING SYSTEM

For safety purposes, including the maintenance of order and discipline, surveillance cameras may be used to monitor student behavior in classrooms, on school vehicles, and in common areas. Video recordings may be reviewed routinely to document student misconduct and used by ILTexas staff when investigating an incident. Tapes and other video recordings will be available for viewing pursuant to the Family Educational Rights and Privacy Act ("FERPA").

LUNCH VISITATIONS

Grades K – 12: Relatives of students are welcome to visit during lunch. Please follow campus lunch visitation procedures/protocol.

ELEMENTARY BIRTHDAYS/INVITATIONS (K-5)

Student birthdays may be celebrated by distributing small, healthy snacks (nut-free) that are prepackaged/sealed to each student in the class right before dismissal. Birthdays will not be celebrated by bringing in cakes, cupcakes, balloons, etc. Invitations to a private birthday party will only be distributed at school if each student in the class receives one.

SCHOOL PARTIES FOR K-5

In an effort to maximize instructional time, school parties are scheduled twice a year – Winter Holiday party and End of Year party.

CHILD NUTRITION PROGRAM

FOOD AND NUTRITIONAL SERVICE

ILTexas is approved by the Texas Department of Agriculture (TDA) to operate under the National School Lunch Program (NSLP) and School Breakfast Program (SBP). ILTexas is also a participant of the Healthy, Hungry-Free Kids Act of 2010. Every school participating in NSLP and SBP must follow the strict nutritional guidelines implemented by the USDA. All Breakfast Meals must include a fruit, grain and milk. All Lunch Meals must include a meat/meat alternate, fruit, vegetable, grain and milk. The USDA sets limits on the amount of calories, fat, sugar and sodium a student can consume daily, based on their grade ([See Meal Pattern at https://www.iltexasdistrict.org/general-information-ceud](https://www.iltexasdistrict.org/general-information-ceud)).

Students are given the option to bring lunch from home or purchase breakfast or lunch from ILTexas. ~~All meals are prepared by Revolution Foods. Revolution Foods Chefs hand prepare meals fresh daily using natural ingredients, free of dyes, nitrates, nitrites or additives. They provide both Breakfast and Lunch for all campuses all ages.~~

Special Diet

Any student purchasing meals at school, who has a life-threatening food allergy and requires a Special Meal, must have a Physician complete the form located at: <https://www.iltexasdistrict.org/general-information-ceud>.

*Students and their parents shall not disseminate food to other students.

PRICE OF MEALS (ALL CAMPUSES, ALL AGES)

Breakfast: \$ 2.00 (Paid); \$.30 (Reduced)

Lunch: \$ 3.50 (Paid); \$.40 (Reduced)

FREE AND REDUCED LUNCH APPLICATIONS

<http://iltexas.schoolunchapp.com> This program is income based. All parents are encouraged to complete an online application. Personal information is never shared.

WAYS TO PAY FOR MEALS

(July 1, 201~~6~~ – June 201~~8~~7)

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- My School Bucks (www.myschoolbucks.com): To access, you may go to your Apps store and download the My School Bucks App, or go to the ILTexas Website (www.iltexas.org). A Link is available under the Parent tab: School Meal Information-Meal Payment Process-My School Bucks. Student ID Number is required to make payments.
- Free and Reduced Lunch Application: To access, please go to the ILTexas Website <http://iltexas.schoolunchapp.com>
- -A Link is available under the Parent tab: School Meal Information-click on Free and Reduced Application-Qualifications and requirements.
- After the 17th^{21st} of August and through June of 201816, you may send payment with your child or drop off payments at the front office of each campus. There is a locked mailbox where payments are placed for the Child Nutrition's Cashier to pick-up (or) a parent may request to see a cashier and present payment directly to the cashier. *All payments received are processed on the day received.*
- CREDIT CARD ON-LINE PAYMENTS ~~and~~ CHARGE POLICY: Cash may be received at the end of all serving lines. A Student may pay cash for both meals on the day of service even if they have a negative balance.
 - Students may opt to pay cash daily if they choose; however, it is strongly encouraged for students to maintain a positive balance at all times in order to ensure they will always receive a complete meal and expedite the line. ILTexas has a Charge Policy for all grades.
 - ~~IL Texas will offer a total of one Alternate Meal for breakfast and two Alternate Meals for lunch to students who are in a Paid or Reduced Status, with a negative balance of \$7.00 (paid), and \$.80 (reduced), which is the equivalent of two lunches. The Alternate Meal is only offered to prevent students from going without anything at mealtime, and is NOT a Federal Requirement. It is NOT intended to be the ONLY source of ongoing meals throughout the school year. Parents will receive notifications via phone, email, and/or text when their child(ren) have a balance of \$7.00 or less. The App, My School Bucks will allow parents to set up their own notifications as well.~~
 - ~~Once a student has received the maximum amount of Alternate Meals, **NO MEAL** will be given. Thus, it is imperative to keep the students' account current.~~
 - ~~Alternate Breakfast: cereal, 8 oz. milk~~
 - ~~Alternate Lunch K-8: ½ cup of fruit, ¼ cup of vegetable, 8 oz. milk~~
 - ~~Alternate Lunch 9-12: 1 cup of fruit, 1 cup of vegetable, 8 oz. milk~~

NO CHARGE POLICY

Effective May 1, 2018, students will no longer be allowed to charge meals to a negative account. This is part of end of year accounting and closing out the food service books. Students with a positive balance of \$3.50 or more may charge meals to their account. If their account is below \$3.50, cashiers will NOT have the ability to ring up a meal.

Please understand that effective May 1, 2018, through the end of the school year, that we cannot charge meals and we cannot give free meals to students who are not in a free status. Please help us to ensure that your child is able to eat meals at school by paying off their balances and adding funds to their account. If this is not feasible, please send your child(ren) to school with a lunch.

FREE AND REDUCED APPLICATIONS:

1. Transfer Student: If you are transferring and you were receiving benefits based on Income (TANF or SNAP – Free or Reduced), you must provide The Child Nutrition Department with a Determination of Eligibility letter from your prior school in order for your benefits to be honored. Under USDA/TDA, prior benefits are transferrable with proof of eEligibility.
2. First Day – August: Any returning student receiving benefits- Free or Reduced, ~~during the beginning of the year through the end of June,~~ will start school with the same Eligibility Determined Benefit. They will be honored until September 30th of each year. In order to have your benefits continue, a new application must be completed each year before October 1st or all benefits will be terminated and students will go back to a paid status.
3. Simply log onto (ILTexas.org) website: www.ILTexas.org. Follow the instructions by clicking Parent/School Meal Information/ Free and Reduced Application. Complete the form and submit. Please write down your confirmation number for records. The Determination of Eligibility letter will be ~~sent back~~ sent via email ~~with in a decision within~~ 10 school days. If you do not have a computer, you may go to any campus and use one of the computers on site. If you have any questions, please contact the Child Nutrition Department.

SMART SNACKS

Smart Snacks are a new Federal compliance rule effective on July 1, 2014. Smart Snacks standards are applicable during the school day which is defined as ~~Midnight-midnight~~ before, to 30 minutes after the last instructional period. If food is given away during the school day, then it must meet the ~~However, if the food is NOT sold but provided free of charge, the competitive food standards, do not apply.~~

Any Smart Snacks, if offered, will fall under the New Smart Snack Rule. These rules set limits on calories, fats, sugars and sodium. Students are encouraged to consume Dairy, Whole Grain, Protein, Fresh Fruit and Vegetables.

EXEMPT DAYS

~~Principals may elect to receive (6) exempt days to serve/sell any competitive foods without restrictions. These days are for special days like Field Day / Holiday Parties / End of School Parties and Special Events. Dates are recorded at the beginning of the school year and executed by both the Principal and Superintendent. All forms must be on file with Child Nutrition.~~

BIRTHDAYS AND SPECIAL EVENTS

Birthday cakes, cupcakes and other sugary foods of Minimal Nutritional value may not be served during the school day. However, any Snacks, or competitive foods, free or donated, do not apply.

COMMUNICATION WITH PARENTS

Ongoing communication between home and school is a high priority at ILTexas. The role of the parent or guardian continues to be an important factor in the academic and social success of each student. Parents will be informed through various means of communication throughout the school year. Parents will be informed of involvement activities and opportunities through their home campuses and through the district. Newsletters, written notices, email, websites, Principal Coffees and Parent Nights will-may be utilized to establish and maintain an open line of communication. Parents are also encouraged to become active members of the Parent Teacher Organization established at their campus (PTO). The district website-Web-Site at ILTexas.org provides general information about the district and its programs, as well as current news items and the district calendar

There are a number of ways for parents to receive information about their child's progress and school:

GRADES will be available online through campus website (Parent Portal) Skyward.- Parents are encouraged to monitor their child's grades on a regular basis. Progress Reports will be emailed and/or distributed at the end of the third week of each six weeks period. Report Cards are issued following each six-week period. A hard copy of the report card will be distributed to students in K-8th and will-may be emailed or distributed to parents and to students in grades 9-12.

PARENT/TEACHER CONFERENCES provide opportunities for teachers to share information with parents about their child's progress in school. The parent/teacher conference is an important means of reporting to parents and guardians. These conferences are scheduled after the first six weeks of each semester. Additional conferences may be held at the request of the parent or teacher anytime during the year.

STUDENT PLANNERS: Students will be utilizing a traditional student planner that is expected to be brought to school and taken home daily. Additionally, students in the 4th-12th grades will have access to an electronic calendar on edmodo.com in order to track assignments and plan projects.

ELEMENTARY WEEKLY FOLDERS: K-5 students will have a weekly folder in which they will receive parent forms, progress reports and sample student work.

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PARENT AND STUDENT COMPLAINTS AND GRIEVANCES

International Leadership of Texas values the opinions of its parents and the public it serves. Parents and the public have the right to express their views through appropriate informal and formal processes.

The Board of Directors encourages parents and the public to discuss their concerns and complaints through informal meetings with their Campus Principal. Concerns and complaints should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Neither the Board of Directors nor any school employee shall ~~unlawfully~~ retaliate against a parent or member of the public for voicing a concern or complaint.

The purpose of the grievance process is to resolve conflicts in an efficient, expeditious, and just manner.

The Superintendent or Director of Student Services may develop more detailed grievance procedures. The Superintendent or Director of Student Services shall ensure that the School's grievance procedures are provided to any grievant. The formal grievance procedures ~~shall be in shall provide for any grievance to ultimately be considered or heard by the Board of Directors in~~ accordance with Commissioner of Education rules.

INFORMAL CONFERENCES

A parent or member of the public may request an informal conference through the relevant Campus Principal within ten calendar days of the time the person knew or should have known of the event(s) giving rise to the complaint. If a person is not satisfied with the results of the informal conference, he or she may request a second informal conference with the Director of Student Services. If after an informal conference with the Director of Student Services the person is not satisfied, they may then submit a written grievance form to campus Principal. Grievance forms may be obtained from the office of the Director of Student Services.

FORMAL GRIEVANCE PROCESS

The formal process provides all persons with an opportunity to be heard up to the highest level of management if they are dissatisfied with an administrative response. Once all administrative procedures are exhausted, a person can bring concerns or complaints to the Board, as outlined below.

A grievance must specify the harm alleged by the parent and/or student, and the remedy sought. A parent or student should not submit separate or serial grievances regarding the same event or action. Multiple grievances may be consolidated at the school's discretion. All time limits shall be strictly complied; however, if an administrator determines that additional time is needed to complete a thorough investigation of the complaint and/or to issue a response, the administrator shall inform the parent or student in writing of the need to extend the response time and provide a

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specific date by which the response will be issued. Costs of any grievance shall be paid by the grievant.

➤ LEVEL ONE GRIEVANCE

A parent or student shall submit a written Level One Grievance Form to the Campus Principal or designee within the later of (1) ten calendar-school days from the time the event(s) causing the complaint were or should have been known, or (2) within five calendar-school days following an informal conference with the Campus Principal and/or the Director of Student Services. The school reserves the right to require the grievant to begin the grievance process at Level Two.

The Campus Principal or designee will meet with the complaining parent or student within ten school days after receiving the Level One Grievance Form. Following this conference, the Campus Principal or designee shall have ten school days to issue a Level One decision.

➤ LEVEL TWO GRIEVANCE

If the parent or student is not satisfied with the Level One decision, or if no decision is provided, the parent or student may submit a written appeal to the Director of Student Services. The appeal must include a signed statement of the complaint, any evidence supporting the complaint, and the date and results of the conference with the Campus Principal or designee. The appeal must be filed within ten calendar-school days of the Level One decision or the response deadline if no decision is made.

The Director of Student Services or designee will hold a Level Two conference within ten school days after receiving the Level Two appeal. The Director of Student Services or designee will have ten school days following the conference to issue a Level Two decision.

➤ LEVEL THREE GRIEVANCE

If the parent or student is not satisfied with the Level Two decision, or if no decision is provided, the parent or student may request in writing a conference with the Superintendent or designee. The request must include the documentation submitted to the Director of Student Services or designee, and the date and results of the Level Two conference. The request must be filed within ten calendar-school days of the Level Two decision or the response deadline if no decision is made.

The Superintendent or designee will hold a conference with the parent or student within ten school days after receiving the Level Three appeal. The Superintendent or designee shall have ten school days following the conference to issue a Level Three decision.

➤ LEVEL FOUR GRIEVANCE

If the parent or student is not satisfied with the Level Three decision, or if no decision is provided, the parent or student may submit to the Superintendent or designee a written appeal to the Board of Directors. The request must be filed within ten calendar-school days of the Level Three decision or the response deadline if no decision is made. The parent or student shall subsequently be informed of the date, time, and place of the appeal hearing before the Board of Directors.

The Board of Directors shall hear the parent or student complaint, and may set a reasonable time limit for presenting the complaint. Only written documentation and issues previously submitted

and presented by the parent or student and the school will be considered. An audiotape recording of the hearing shall be made.

If the complaint involves concerns or charges regarding a school employee, it shall be heard by the Board of Directors in closed session unless the employee to whom the complaint pertains requests that it be heard in public.

The Board of Directors shall communicate its decision, ~~if any, orally or in writing before or during the next regularly scheduled Board meeting, within ten school days of the hearing. If no decision is issued by the end of the next regularly scheduled Board meeting, the last decision below shall be upheld.~~ The Board of Directors may not delegate its authority to issue a decision, and any decision by the Board of Directors is final and may not be appealed.

ADDITIONAL COMPLAINT PROCEDURES

This Parent and Student Complaints and Grievances process does not apply to all complaints:

1. Complaints alleging discrimination or harassment based on race, color, gender, national origin, disability, religion, or any other characteristic protected by law shall be submitted as described in "Reports of Student Discrimination or Harassment," ~~page 103 of this~~ as set forth in this handbook.
2. Complaints concerning retaliation related to discrimination and harassment shall be submitted as described in "Reports of Student Discrimination or Harassment," as set forth in this page 103 of this handbook.
3. Complaints concerning bullying or retaliation related to bullying shall be submitted as described in "Freedom from Bullying and Cyber-Bullying," as set forth in this page 104 of this handbook.
4. For complaints concerning loss of credit on the basis of attendance.
5. For complaints concerning disciplinary long-term suspensions and/or expulsions.
6. Complaints concerning the identification, evaluation, or educational placement of a student with a disability within the scope of Section 504 shall be submitted as described in the Parent and Student Complaints and Grievances process described above, except that the deadline for filing an initial Level One grievance shall be thirty (30) calendar days and the procedural safeguards handbook.
7. Complaints concerning the identification, evaluation, educational placement, or discipline of a student with a disability within the scope of the Individuals with Disabilities Education Act shall be submitted in accordance with applicable Board policy and the procedural safeguards provided to parents of all students referred to special education.
8. Complaints regarding the Free and Reduced Price Meal Program. In accordance with federal law and U.S. Department of Agriculture policy, the school is prohibited from discriminating on the basis of race, color, religious creed, sex, political beliefs, age, disability, national origin, or limited English proficiency. (Not all bases apply to all programs.) Reprisal is prohibited based on prior civil rights activity. If you wish to file a Civil Rights program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, which is available online at the following website: http://www.ascr.usda.gov/complaint_filing_cust.html, or at any USDA office, or call (866) 632-9992 to request the form. You may also write a letter containing all of the

information requested in the form. Send your completed complaint form or letter by mail to U.S. Department of Agriculture, Director, Office of Adjudication, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410, by fax (202) 690-7442 or email at program.intake@usda.gov. Individuals who are deaf, hard of hearing, or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339, or (800) 845-6136 (Spanish). USDA is an equal opportunity provider and employer.

CELL PHONES AND ELECTRONIC DEVICES

Students are permitted to have cell phones and other electronic devices in their possession, however, cell phones and electronic devices are not to be seen ~~or heard during the instructional day~~ nor utilized during instructional time. There is an exception provided in instances when students are directed by their teacher to utilize their cell phones for instructional purposes during designated lessons.

If an ILTexas employee observes a student using telecommunication device (including a cell phone) during ~~the school day instructional time or a school-related activity~~ without permission from a school official, the employee will collect the device and turn it in to the front office. ~~If a student and parent have executed a waiver permitting the student to possess a telecommunication device at school, School officials may power on and~~ search the device if there is reasonable ~~cause suspicion~~ to believe that the device has been used in the transmission or reception of communications prohibited by law, policy, or regulation.

A ~~parent will be contacted and parent will be contacted to pick up the item; a~~ \$15 fee will be assessed and collected before ~~the parent is able to retrieve the device. the device is returned. An additional~~ \$15 fee will be assessed each subsequent time a device is confiscated. Any disciplinary action will be in accordance with the Student Code of Conduct.

~~Radios, CD players, MP3 devices such as i-Pods, beepers, gaming electronics such as Gameboy, calculators used as games, recording devices, digital cameras, and other electronic equipment are not appropriate in the academic setting and should not be present in the classrooms, cafeteria, or hallways during regular school hours. Violators may be required to forfeit such equipment to the Principal of Designee for a minimum of 24 hours and for a maximum of the remainder of the year, to the extent permitted by law. Video and audio recording devices are not permitted on school grounds or during school functions without prior approval. Such devices will be confiscated.~~

CREDITS/TRANSCRIPTS FOR TRANSFER STUDENTS

EVALUATION OF CREDITS FOR TRANSFER STUDENTS

ILTexas accepts credits from other schools accredited by the State of Texas and other states. Courses will be evaluated by a counselor to determine if the course meets the requirements for graduation from a Texas high school, as well as from ILTexas. All transfer grades earned in accredited schools will be converted to ILTexas grading scale and course designation consistent with ILTexas standards. In order to receive credit for work completed, students entering ILTexas from a non-accredited school or from home schooling must take credit-by-exam (CBE) tests

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approved in advance by ILTexas [\(through Texas Tech University\)](#). Students are responsible to pay applicable fees for these tests. Students must achieve test scores acceptable to ILTexas.

GRADE CONVERSION FOR TRANSCRIPTS WITH LETTER GRADES

Conversion of letter grades to numerical grades for students transferring in with letter grades from accredited schools will be based on numerical equivalents. Conversion of out-of-country students' grade equivalency will be determined by evaluation of the students' transcripts. A plus or a minus attached to a letter grade shall be converted as follows:

| | | | | |
|-----------------|-----------------|-----------------|---------------|--|
| A+ = 98 | B+ = 88 | C+ = 78 | | |
| A = 95 | B = 85 | C = 75 | <u>D = 70</u> | |
| A - = <u>92</u> | B - = <u>82</u> | C - = <u>72</u> | F = 69 | |

ACADEMIC ACHIEVEMENT RECORD (AAR)/TRANSCRIPT

Each student has an academic achievement record with grades, graduation credits, grade point average and standardized test scores recorded from the beginning of the freshman year. A photocopy of the record is called a transcript and is required for admission by most secondary and post-secondary institutions. An official transcript may not be released without written request from a parent or student over (18) years of age. Request forms are available at the counseling office and with the registrar. An official transcript is one that is mailed to another educational institution upon written request of the parent. The cost of each official transcript is \$5. An unofficial transcript is given to a parent or student upon request.

Students taking dual credit classes are required to request their official transcripts with partnering institutions every semester in order for ILTexas to input dual credit course grades into their ILTexas transcript. It is the student's responsibility to provide college transcripts to their Universities of choice.

DISCIPLINE/STUDENT CODE OF CONDUCT

GENERAL PRINCIPLES AND GUIDELINES

These rules of conduct and discipline are established to maintain good order and discipline in the school and to encourage responsible behavior on the part of all students. The objective of the Student Code of Conduct (the "Code of Conduct") is to change errant behavior and to help the student make wiser decisions and better choices. The staff of the school has the responsibility to enforce the standards and policies of this Code of Conduct. Full cooperation of the students and parents/guardians is expected.

This Code of Conduct has been adopted by the Board of Directors, and provides information to parents and students regarding expectations for behavior, consequences for misconduct, and procedures for administering discipline.

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In accordance with state law, the Code of Conduct will be posted at each ILTexas campus and/or will be available for review at the Campus Principal's office. Parents will be notified of any violation that may result in a student being suspended or expelled from ILTexas.

Students are expected to conduct themselves in an appropriate and respectful manner at all times. Any behavior that is detrimental to the learning environment of the student or other students and/or staff members will not be tolerated. A student whose behavior shows disrespect toward others, including interference with another's access to public education and to a safe environment, will be subject to disciplinary action.

AUTHORITY AND JURISDICTION

ILTexas has jurisdiction and disciplinary authority over a student in the following circumstances:

1. During the regular school day and while the student is going to and from school;
2. During lunch periods in which a student is allowed to leave campus or at any time during school hours;
3. While the student is in attendance at any school-related activity, regardless of time or location;
4. For any school-related misconduct, regardless of time or location;
5. For any expulsion offense committed while on ILTexas property or while attending a school-sponsored or school-related activity of ILTexas or another school in Texas;
6. For any expulsion offense committed away from ILTexas property or utilized facility and not at a school-sponsored or school-related event, if the misconduct creates a substantial disruption to the educational environment, in the reasonable discretion of ILTexas;
7. While the student is in transit to or from school or to or from school-related activities or events;
8. When retaliation against a school employee or volunteer occurs or is threatened, regardless of time or location;
9. When criminal mischief is committed on or off ILTexas property or any facility¹ and/or at a school-related event;
10. When the student commits any felony punishable as a Level III expulsion offense under the Student Code of Conduct;
11. Any misdemeanor or felony offense, no matter when or where said activity occurs, if ILTexas determines that said activity occurred by a preponderance of the evidence; and
12. Any cyberbullying, on-line harassment, cybercrime, or computer related crime, that involves a computer or any device and/or network ("in the cloud" or otherwise), no matter when or where said activity occurs, including the sharing, displaying or transmitting any illegal images, words or otherwise, or that creates or is likely to create a substantial disruption to the educational environment.

¹ For the purposes hereof, a facility includes any school buildings, portable buildings, office buildings, playgrounds, athletic fields, stadiums, field houses, swimming pools, parklands, parking lots, sidewalks and all other District-owned, rented, leased or otherwise used, real property or improvements.

Note: In addition to disciplinary consequences, misdemeanor and felony offenses committed on campus may be reported to an appropriate law enforcement agency.

Note: Any reference to school, property or facility includes any premises where ILTexas conducts any business, whether owned, leased, rented or donated.

EXPECTED STANDARDS OF STUDENT CONDUCT

Each student is expected to behave in a responsible manner by:

1. Demonstrating courtesy and respect for others;
2. Attending all classes, regularly and on time;
3. Preparing for each class by taking the appropriate materials and assignments to class;
4. Being well-groomed and dressing appropriately as defined by the school's uniform policy and at principal's discretion.
5. Obeying all campus, classroom and extracurricular rules, as well as appropriate verbal directives (in the reasonable discretion of ILTexas) given by any ILTexas employee or any other designated person;
6. Respecting the rights and privileges of other students, school staff, and other adults on campus or at school-related activities on or off campus;
7. Respecting the property of others, including school property and facilities;
8. Cooperating or assisting the school staff in maintaining safety, order, and discipline;
9. Adhering to the Academic Honesty Policy; and
10. Adhering to the Code of Conduct.

CAMPUS, CLASSROOM, AND ASSEMBLY RULES

In addition to rules in this Code of Conduct, Campus Principals may impose additional campus rules, and teachers and extracurricular sponsors may impose and communicate such additional campus rules, classroom rules, where such rules are not inconsistent with this Code. A student's conduct in assemblies and other out-of-classroom activity must comply with rules applicable to those of the classroom.

EXTRACURRICULAR STANDARDS

Sponsors and coaches may develop and communicate written extracurricular expected standards of behavior for induction in and continued participation in that activity. Such standards may be higher than those of the Code of Conduct. These standards must be communicated to the students involved in that extracurricular activity and must be approved by the Campus Principal. Students who violate communicated extracurricular standards of behavior may be subject to disciplinary action under the Code of Conduct and, in addition, denied the opportunity to participate in extracurricular activities.

DISCIPLINE MANAGEMENT - TECHNIQUES

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Discipline will be designed to improve conduct and to encourage students to adhere to their responsibilities as members of the school community. Disciplinary action will draw on the professional judgment of teachers and administrators and on a range of discipline management techniques. Discipline for a particular offense may bring into consideration varying techniques and responses.

The following discipline management techniques may be used—alone or in combination—for misbehavior violating the Code of Conduct or campus/classroom rules:

- A. Assignment to After School Discipline (ASD), which includes up to 90 minutes of physical exercise, in a manner consistent with all rules and regulations applicable to student health and proper discipline of students with disabilities and/or other limiting conditions;
- B. Assignment of school duties, other than class tasks, such as cleaning desks and campus beautification;
- C. Behavioral contracts or an expectation plan;
- D. Cooling off or timeout;
- E. Counseling by teachers, counselors, or administrators;
- F. Detention, either during the school day or outside the school day and/or Saturday School;
- G. Expulsion, as specified in the Code of Conduct;
- H. Grade reductions for academic violations such as cheating, copying, allowing others to copy work, or plagiarism;
- I. In-school suspension, as specified in the Code of Conduct;
- J. Out of school suspension
- K. Parent-administrator conferences;
- L. Parent-teacher conferences;
- M. Phone calls to parents/guardians;
- N. Referral to an outside agency and/or legal authority for criminal prosecution, in addition to disciplinary measures imposed by ILTexas;
- O. Rewards or demerits;
- P. School probation, which may include a warning letter or statement from ILTexas administrators that future conduct may result discipline in accordance with the Code of Conduct;
- Q. Seating changes in the classroom or lunchroom;
- R. Sending the student to the office or other assigned areas, or another short-term removal from the classroom;
- S. Temporary confiscation of items that disrupt the educational process;
- T. Verbal or oral correction;
- U. Withdrawal of privileges, such as participation in extracurricular activities and eligibility for seeking and holding honorary offices;
- V. Reflective essay using character traits;
- W. Restorative Discipline²; and
- X. Any other discipline management technique that is deemed appropriate by ILTexas.

ROLE OF ILTEXAS STAFF

² Restorative Discipline will be available at Garland K-8, Lancaster K-8, Westpark K-8, and East Fort Worth K-8.

TEACHERS are authorized to assign Lunch Detention and Classroom Detention. Classroom Detention by a teacher must be scheduled with the parent and coordinated with the Grade Level Administrator. Teachers will work to determine why the student misbehaved and to help the student learn to make better choices in similar future situations.

THE GRADE LEVEL ADMINISTRATOR (GLA) is authorized to handle student discipline and may assign and supervise ASD of up to 90 minutes to help the student learn to make better choices in similar future situations.

THE ASSISTANT PRINCIPAL (OR DESIGNEE) designated as responsible for discipline is authorized to enforce discipline and to investigate any allegation of misconduct. The AP may question any witnesses in addition to the offending student, and may ask for written statements that may include time, date, circumstances, observations, and signature. The AP may assign all above disciplinary consequences and is authorized to supervise ASD, 60 minutes of physical exercise that may include students walking 3 miles (20 minute pace), cleaning desks, campus beautification efforts, or other relevant duties as assigned. Additionally, the AP may assign In-School-Suspension (ISS) and/or Out of School Suspensions (OSS) for up to five (5) days. The AP will attempt to reach a parent by phone and follow-up with an email notification to the parent of ISS dates. Students assigned to ISS must serve 30 minutes before the start of school and 30 minutes after the end of school. Failure to serve the full daily times of ISS (9 hours) will not count as a good day served and that day's assignment to ISS will be repeated. Students in ISS must be constantly supervised and daily visited by their teachers and the counselor.

THE CAMPUS PRINCIPAL has the authority to implement the Code of Conduct, up to and including the suspension of a student from campus for an additional five (5) days. The Campus Principal may also assign any of the disciplinary consequences described above, and may recommend a student for expulsion.

THE AREA SUPERINTENDENT, THE SUPERINTENDENT OR THE SUPERINTENDENT'S DESIGNEE has the authority to expel a student. Upon receiving an expulsion recommendation from a Campus Principal, the Area Superintendent, the Superintendent or the Superintendent's Designee will conduct an expulsion hearing, as described more fully in this Code of Conduct. The Superintendent has made the Area Superintendent as its primary designee for the purposes hereof. The Area Superintendent, the Superintendent or the Superintendent's Designee may continue a suspension(s) (ISS or OSS) during an expulsion process, if deemed reasonable by the Area Superintendent, the Superintendent or the Superintendent's Designee.

CODE OF CONDUCT VIOLATIONS

Level I Offenses

The following Level I behaviors are prohibited at all school and school-related activities:

1. Scuffling (pushing, shoving, hitting, kicking or something akin thereto) – student on student.
2. Being a member of, pledging to become a member of, joining, or soliciting another person to join, or pledge to become a member of a public school fraternity, sorority, or gang.
3. Cheating or copying the work of another.

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4. Defacing or damaging school property, including textbooks, lockers, furniture, and other equipment, with graffiti or by other means.
5. Disobeying conduct rules regarding school transportation or personal transportation of student drivers to and from school and/or school-related activities.
6. Engaging in any misbehavior that gives school officials reasonable cause to believe that such conduct will substantially disrupt the school program or incite violence.
7. Engaging in disruptive actions or demonstrations that substantially disrupt or materially interfere with school activities, including but not limited to food fights.
8. Engaging in threatening behavior toward another student or school employee on or off school property.
9. Engaging in verbal or written exchanges that threaten the safety of another student, a school employee, or school property.
10. False accusation of conduct that would constitute a misdemeanor or felony.
11. Gambling.
12. Gang activity.
13. Discharging a fire extinguisher without a valid or reasonable reason.
14. Insubordination, or failing to comply with directives given by school personnel.
15. Leaving school grounds or school-sponsored events without permission.
16. Making false accusations or hoaxes regarding school safety.
17. Using a cellular telephone or other telecommunications device during school instructional time.
18. Possessing mace or pepper spray.
19. Possessing or using a laser pointer for other than an approved use.
20. Possessing or using any articles not generally considered to be weapons, including school supplies, when the Campus Principal or designee determines that a danger exists.
21. Possessing published or electronic material that is designed to promote or encourage illegal behavior or that could threaten school safety; using e-mail or Internet sites at school to encourage illegal behavior or threaten school safety.
22. Possession of stolen property.
23. Refusing to accept discipline management techniques assigned by ILTexas staff members.
24. Repeated tardiness.
25. Repeatedly violating campus or classroom standards of behavior.
26. Skipping/ditching/cutting a class.
27. Stealing from students, staff, or the school.
28. Throwing objects that can cause bodily injury or property damage.
29. Using profanity.
30. Violating computer use policies, rules, or agreements signed by the student, and/or agreements signed by the student's parent.
31. Violating dress and grooming standards as communicated in the Student/Parent Handbook.
32. Violating the ILTexas medication policy.

Disciplinary Consequences for Level I Offences (not in order of progressive disciplinary measures)

1. Detention.
2. Application of one or more Discipline Management Techniques.

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3. After School Discipline (ASD).
4. Confiscation of cell phones or other electronic devices if the offense relates to the use of the cell phone or other electronic device.
5. Grade reductions for academic dishonesty.
6. In-school suspension.
7. Out-of-school suspension.
8. Restorative Discipline.
9. Removal from the classroom and/or placement in another classroom.
10. Restitution/restoration, if applicable.
11. Saturday School.
12. School-assessed and school-administered probation.
13. Temporary confiscation of items that are prohibited or that disrupt the educational process.
14. Verbal correction.
15. Withdrawal of privileges, such as participation in extracurricular activities and eligibility for seeking and holding honorary offices, and/or membership in school-sponsored clubs or organizations.

Level II Offenses

The following Level II behaviors are prohibited at all school and school-related activities, and at other times and locations as described below:

1. Abusing a prescription drug, giving a prescription drug to another student, or possessing or being under the influence of another person's prescription drug on school property or at a school-related event.
2. Any of the following offenses, no matter when or where the offense takes place:
 - a. Conduct involving a public school that contains the elements of the offense of false alarm or report under Section 42.06, Penal Code, or terroristic threat under Section 22.07, Penal Code.
 - b. Engaging in conduct punishable as a felony.
 - c. Engaging in conduct that contains the elements of the offense of assault under Section 22.01(a)(1), Penal Code.
 - d. Selling, giving, or delivering to another person or possessing or using or being under the influence of (1) marihuana or a controlled substance, as defined by Chapter 481, Health and Safety Code, or by 21 U.S.C. Section 801 et seq. or (2) a dangerous drug, as defined by Chapter 483, Health and Safety Code.
 - e. Selling, giving, or delivering to another person an alcoholic beverage, as defined by Section 1.04, Alcoholic Beverage Code; committing a serious act or offense while under the influence of alcohol; or possessing, using, or being under the influence of an alcoholic beverage.
 - f. Engaging in conduct that contains the elements of an offense relating to an abusable volatile chemical under Sections 485.031 through 485.034, Health and Safety Code.
 - g. Engaging in conduct that contains the elements of the offense of public lewdness under Section 21.07, Penal Code, or indecent exposure under Section 21.08, Penal Code.

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- h. Engaging in conduct that contains the elements of the offense of deadly conduct under Section 22.05, Penal Code.
- 3. Engaging in conduct that contains the elements of an offense under Section 22.01(a)(1), Penal Code, against a public school employee or a volunteer as defined by Education Code Section 22.053, in retaliation for or as a result of the person's employment or association with a public school, without regard to whether the conduct occurs on or off of school property or while attending a school-sponsored or school-related activity on or off of school property.
- 4. Engaging in conduct that contains the elements of the offense of breach of computer security under Section 33.02, Penal Code, if:
 - a. the conduct involves accessing a computer, computer network, or computer system owned by or operated on behalf of ILTexas; and
 - b. the student knowingly (i) alters, damages, or deletes ILTexas property or information or (ii) commits a breach of any other computer, computer network, or computer system.
- 5. Possessing or selling a weapons replica (look-alike weapon).
- 6. Persistent bullying and/or cyberbullying, including intimidation by name-calling, using ethnic or racial slurs, or making derogatory statements that could disrupt the school program or incite violence.
- 7. Burglary of a motor vehicle.
- 8. Damaging or vandalizing property owned by others.
- 9. Commission of a felony.
- 10. Conduct endangering the health and safety of others.
- 11. Deliberate destruction or tampering with school computer data or networks.
- 12. Directing profanity, vulgar language, or obscene gestures towards another.
- 13. Inappropriate or indecent exposure of a student's private body parts or lewd sexual behavior.
- 14. Engaging in conduct punishable as a felony when the conduct occurs off school property and not at a school-sponsored or school-related event and (1) the student receives deferred prosecution; (2) a court or jury finds that the student has engaged in delinquent conduct; or (3) the Principal, Area Superintendent, or the Superintendent or designee has a reasonable belief that the student engaged in the conduct.
- 15. Engaging in conduct that constitutes sexual harassment, whether the conduct is by word, gesture, or any other sexual conduct, including requests for sexual favors directed toward another student or an ILTexas employee.
- 16. Engaging in harassment motivated by race, color, religion, national origin, disability, gender, or age and directed toward another.
- 17. Engaging in inappropriate verbal, physical, or sexual contact directed toward another student or a school employee.
- 18. Recording, sending or posting electronic messages, pictures or video that are obscene, sexual in nature, threatening, harassing, damaging to another's reputation, promotes violence, or illegal.
- 19. False alarm, false statement or report.
- 20. Felony criminal mischief against school property, another student, or school staff (\$2,500 and up, as determined by ILTexas).
- 21. Fighting.
- 22. Possessing or using matches or a lighter.
- 23. Gang activity (violent).

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24. Using the Internet or other electronic communications to threaten students or employees, or cause disruption to the school program or to promote/encourage illegal behavior that could threaten school safety.
25. Hazing, meaning any intentional, knowing, or reckless act, occurring on or off ILTexas property, by one person alone or acting with others, directed against a student, that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in an organization. Hazing includes:
- a. any type of physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity;
 - b. any type of physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, calisthenics, or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student;
 - c. any activity involving consumption of a food, liquid, alcoholic beverage, liquor, drug, or other substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student;
 - d. any activity that intimidates or threatens the student with ostracism, that subjects the student to extreme mental stress, shame, or humiliation, that adversely affects the mental health or dignity of the student or discourages the student from entering or remaining registered in an educational institution, or that may reasonably be expected to cause a student to leave the organization or the institution rather than submit to acts described in this subdivision; and
 - e. any activity that induces, causes, or requires the student to perform a duty or task that involves a violation of the Penal Code.
26. Creation of or involvement with a hit list, meaning a list of people targeted to be harmed using a firearm; as defined by Section 46.01(3), Penal Code; a knife, as defined by Section 46.01(7), Penal Code; or any other object to be used with intent to cause bodily harm.
27. Indecency with a child.
28. Issuing a false fire alarm.
29. Possessing pornographic material.
30. Persistent Level I offenses (four (4) or more Level I offenses committed in any one school year).
31. Possessing a razor, box cutter, chain, or any other object used in a way that threatens or inflicts bodily injury to another person.
32. Possessing or selling a stun gun.
33. Possessing or selling ammunition.
34. Possessing or selling an air gun or BB gun (except as appropriately used by ILTexas' JROTC Program).
35. Possessing or selling fireworks of any kind, smoke or stink bombs, or any other pyrotechnic device.
36. Possessing or selling look-alike drugs or items attempted to be passed off as drugs or contraband.
37. Possessing or selling seeds or pieces of marijuana in less than a usable amount.
38. Possessing, selling, distributing, or being under the influence of inhalants.

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39. Possessing, selling, distributing, or being under the influence of a simulated controlled substance.
40. Possessing, smoking, or using tobacco products, including E-Cigarettes or vapes or vapors.
41. Possessing, using, giving, or selling paraphernalia related to any prohibited substance.
42. Public lewdness.
43. Harassment - threatening to cause harm or bodily injury to another student, engaging in sexually intimidating conduct, causing physical damage to the property of another student, subjecting another student to physical confinement or restraint, or maliciously taking any action that substantially harms another student's physical or emotional health or safety.
44. Failure to register as a sex offender when legally obligated to so.
45. Retaliation against any school employee or volunteer at any time or place.
46. Selling, giving, or delivering to another person or possessing, using, or being under the influence of marijuana, controlled substance, dangerous drug, or alcoholic beverage.
47. Setting or attempting to set fire on school property (not Arson).
48. Targeting another individual for bodily harm.
49. Falsifying records, passes, or other school-related documents.
50. Forgery of school documents at school or otherwise.
51. Forcing an individual to act through the use of force or threat of force or committing extortion, coercion, or blackmail (obtaining money or another object of value from an unwilling person).
52. Committing or assisting in a robbery or theft even if it does not constitute a felony.
53. Using, exhibiting, or possessing a firearm (as defined by 18 U.S.C. Section 921), knife with a blade over 1.5 inches, club, brass knuckles, or weapon while within 3000 feet of ILTexas property, as measured from any point on the school's real property boundary line.
54. Vandalism of or conduct constituting criminal mischief with respect to school facilities or property.
55. Violations of the ILTexas Honor Code (see Honor Code herein), including but not limited to:
- a. Plagiarism;
 - b. Unauthorized collaboration on independent homework/assignments or tests;
 - c. Copying and submitting the work of another or allowing another student to copy one's work;
 - d. Cheating;
 - e. Theft, sales, or distribution of any materials including, but not limited to examinations and/or quizzes;
 - f. Breaking into and/or examining a teacher's personal possessions to obtain or view evaluation instruments;
 - g. Changing and/or falsifying a grade in a teacher's grade book, on the computer, or through other school devices used to record student grades; or
 - h. Unauthorized possession of a stolen evaluation instrument.
 - i. Engaging in conduct punishable as a Level II expulsion offense when the conduct occurs off school property and not at a school-sponsored or school-related event, and the conduct creates a substantial disruption to the educational environment in the reasonable judgment of ILTexas.

Disciplinary Consequences for Level II Offenses (not in order of progressive disciplinary measures)

1. Any applicable Level I Disciplinary Consequence.
2. Any applicable Level II Disciplinary Consequence.
3. Out-of-school suspension for up to five days, except that the Area Superintendent, the Superintendent or the Superintendent's Designee may continue the aforementioned suspension(s) (ISS or OSS) during an expulsion process, if deemed reasonable by the Area Superintendent, the Superintendent or the Superintendent's Designee.
4. Expulsion.

Level III Offenses

The following Level III behaviors are prohibited at all school and school-related activities, and at other times and locations as described below:

1. Conduct containing the elements of the offense of unlawfully carrying weapons under Section 46.02, Penal Code, or elements of an offense relating to prohibited weapons under Section 46.05, Penal Code.
2. Aggravated assault under Section 22.02, Penal Code, sexual assault under Section 22.011, Penal Code, or aggravated sexual assault under Section 22.021, Penal Code.
3. Arson under Section 28.02, Penal Code.
4. Murder under Section 19.02, Penal Code, capital murder under Section 19.03, Penal Code, or criminal attempt, under Section 15.01, Penal Code, to commit murder or capital murder.
5. Indecency with a child under Section 21.11, Penal Code.
6. Aggravated kidnapping under Section 20.04, Penal Code.
7. Aggravated robbery under Section 29.03, Penal Code.
8. Manslaughter under Section 19.04, Penal Code.
9. Criminally negligent homicide under Section 19.05, Penal Code.
10. Continuous sexual abuse of young child or children under Section 21.02, Penal Code.
11. Selling, giving, or delivering to another person or possessing or using or being under the influence of (1) marijuana or a controlled substance, as defined by Chapter 481, Health and Safety Code, or by 21 U.S.C. Section 801 et seq. or (2) a dangerous drug, as defined by Chapter 483, Health and Safety Code, if the conduct is punishable as a felony.
12. Selling, giving, or delivering to another person an alcoholic beverage, as defined by Section 1.04, Alcoholic Beverage Code; committing a serious act or offense while under the influence of alcohol; or possessing, using, or being under the influence of an alcoholic beverage, if the conduct is punishable as a felony.
13. Engaging in conduct that contains the elements of any offense described in Level III Offenses 1, 2, 3, 4, 5, 6, 7, 8, 9, or 10, against any employee or volunteer in retaliation for or as a result of the person's employment or association with a public school, without regard to whether the conduct occurs on or off of school property or while attending a school-sponsored or school-related activity on or off of school property.
14. Engaging in conduct that contains the elements of any offense described in Level III Offenses 2, 4, or 7 against another ILTexas student, without regard to whether the conduct

occurs on or off of school property or while attending a school-sponsored or school-related activity on or off of school property.

15. Engaging in conduct punishable as a Level III expulsion offense when the conduct occurs off school property and not at a school-sponsored or school-related event, and the conduct creates a substantial disruption to the educational environment in the reasonable judgment of ILTexas.

Disciplinary Consequences for Level III Offenses

- Mandatory Expulsion Recommendation and Hearing (unless waived by parent).

CONFERENCES, HEARINGS, AND APPEALS

All students are entitled to conferences, hearings, and/or appeals of disciplinary matters as provided by state and federal law, and by school policy.

PROCESS FOR SUSPENSIONS LASTING UP TO FIVE DAYS

In addition to the above list of Code of Conduct violations the Campus Principal has authority to suspend a student for a period of up to five school days (except that the student may be suspended for up to ten school days, with no more than five consecutive days being out of school, if student will be recommended for expulsion) for any or the following reasons:

1. The need to further investigate an incident or allegation;
2. A recommendation to expel the student; or
3. An emergency constituting endangerment to health or safety.

While suspended, students are not allowed to be on the campus, including at after school activities. The suspended days will be counted as unexcused absences. Students may receive credit for work missed during the period of suspension if the student makes up work missed during the period of suspension within the same number of days the student was absent. Students are expected to make up all assignments missed during the suspension and the student's grade will be based on the academic performance and merit of the students work without regard to the reason of the student's absence due to suspension. Notwithstanding the aforementioned, the Area Superintendent, the Superintendent or the Superintendent's Designee may continue the aforementioned suspension(s) (ISS or OSS) during an expulsion process, if deemed reasonable by the Area Superintendent, the Superintendent or the Superintendent's Designee.

PREREQUISITES TO SUSPENSION

Prior to suspending a student, the Campus Principal or designee must hold an informal conference with the student to:

1. Notify the student of the accusations against him/her;

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2. Allow the student to relate his/her version of the incident; and
3. Determine whether the student's conduct warrants suspension.

NOTIFICATION TO PARENTS/GUARDIANS

If the Campus Principal or designee determines the student's conduct warrants suspension, the Campus Principal or designee will notify the student's parents that the student has been suspended before the student is sent home. At this time, the Campus Principal or designee will also notify the student's parents of the period of suspension, the grounds for suspension, and the time and place for a post-suspension conference with the Campus Administration.

PROCESS FOR OUT-OF-SCHOOL SUSPENSIONS OVER FIVE DAYS AND EXPULSION

When the Campus Principal determines that a student's conduct warrants suspension for more than five days, or expulsion, the Campus Principal (or acting Principal) shall make a recommendation for disciplinary action to the Superintendent.

Prior to taking any long-term disciplinary action, the Campus Principal or designee will provide the student's parent(s) with written notice of:

1. The Principal's recommendation for the long-term disciplinary action, and
2. The reasons for the recommended long-term disciplinary action.

The Area Superintendent or designee will provide the student's parent(s) with written notice of a disciplinary hearing which shall provide the date (within five school days of the recommended disciplinary action), time, and location of the hearing, and shall further state that, at the hearing, the student:

1. may be present;
2. shall have an opportunity to present evidence;
3. shall be apprised and informed of the school's evidence and witnesses;
4. may be accompanied by his or her parent(s) or other adult who can provide guidance to the parent or student and who is not an employee of the ILTexas; and
5. may be represented by an attorney.

EMERGENCY PLACEMENT

If the Campus Principal reasonably believes that a student's behavior is so unruly, disruptive, or abusive that it seriously interferes with a teacher's ability to communicate effectively with students in a class, with the ability of a student's classmates to learn, or with the operation of ILTexas or a school-sponsored activity, the Campus Principal may order immediate removal of the student. The Campus Principal may impose immediate suspension if he/she reasonable believes such action is necessary to protect persons or property from imminent harm. At the time of such an emergency removal, the student will be given verbal notice of the reason for the action and appropriate hearings will be scheduled within a reasonable time after the emergency removal.

HEARING BEFORE AREA SUPERINTENDENT, SUPERINTENDENT OR SUPERINTENDENT'S DESIGNEE

ILTexas shall inform the student and the student's parent(s) of the time and place for the hearing, and ILTexas shall hold the hearing regardless of whether the student, the student's parents or another adult representing the student attends. The Area Superintendent, Superintendent or Superintendent's designee may audio and/or video record the hearing. Within 24 hours of the hearing, the Superintendent, Superintendent or Superintendent's designee will notify the student and the student's parents in writing of his/her decision. The decision shall specify:

1. The length of the suspension or expulsion, if any;
2. When the expulsion is not permanent, the procedures for re-admittance to the school at the end of the expulsion period; and
3. The right to appeal the Superintendent, Superintendent or Superintendent's designee decision to the Board of Directors and the General Counsel within 72 hours of notification of the decision.

The notice shall also state that failure to timely request such a hearing constitutes a waiver of further rights in the matter.

APPEAL TO BOARD OF DIRECTORS

The student or his/her parent(s) may appeal the long-term suspension or expulsion decision to the Board of Directors and the General Counsel in writing within 72 hours of notification of the decision. If such an appeal is made, a quorum of the Board will consider the appeal at a regular or specially-called meeting in closed session as allowed by the Texas Open Meetings Act. The quorum of the Board will review the record of the expulsion hearing, and may also hear a statement from the student or parent (or representative) and from the school administration. The Board will notify the student and his or her parent (or representative) of its decision within five calendar days of the hearing. The decision of the Board is final and may not be appealed.

Discipline consequences will not be deferred pending the outcome of an appeal of an expulsion to the Board.

READMISSION AFTER WITHDRAWAL OR EXPULSION

A student who has withdrawn pending a recommended expulsion or who has been expelled from ILTexas may re-apply for admission and potentially gain re-enrollment subject to meeting each of the following criteria:

1. The student must have been enrolled in another public school during the term of the expulsion from ILTexas.
2. The student must re-apply for admission to ILTexas and follow the same application process as all other applicants.
3. A vacancy must exist in the requested grade level and campus or, if the requested grade level is oversubscribed such that an admissions lottery is conducted, the student is selected for admission through the lottery process or otherwise on the waitlist.

4. The student must submit a petition for re-admission to the ILTexas Board of Directors. This request must be in writing, and must include copies of the student's complete discipline records from the public school(s) attended during the term of the expulsion from ILTexas.

Upon receipt of the student's petition and the required discipline records, ILTexas will notify the student and the student's parents of the date, time, and location of a Board meeting during which the Board of Directors will consider the petition for re-admission.

During the Board's consideration of the petition, the student and his or her parents may make a statement to support the request for re-admission. The student may also submit documentation consisting of recommendations from his or her current teacher(s), commentary from any counselor or school administrator with whom the student may have consulted having personal knowledge of the student and their education experience and conduct, and any other documentation pertinent to the application. The Board may also consider comments from the Principal, Counselor, Grade Level Administrator for the requested campus of enrollment, or any other ILTexas Administrator.

Upon conclusion of the presentation and after review of all relevant documentation, the Board of Directors will decide on whether the student will be re-admitted at the Board's sole discretion. If the student is re-admitted, he or she will be admitted on a 120-day behavior contract recognizing that any violation of the Student Code of Conduct within that time period may result in expulsion without the possibility of readmission. The Board's decision may be appealed through the ILTexas student and parent complaint process, beginning at Level Four, but all decisions of the Board are final and non-appealable.

STUDENTS WITH DISABILITIES

All disciplinary actions regarding students with disabilities shall be conducted in accordance with current federal and state laws.

SUSPENSION/EXPULSION REQUIREMENTS

A student with a disability shall not be excluded from his or her current placement pending appeal to the Board of Directors for more than ten days without ARD Committee action to determine appropriate services in the interim. Pending appeal to a special education hearing officer, a student with a disability shall remain in the present educational setting, unless ILTexas and the parents agree otherwise.

REMOVAL FROM SCHOOL TRANSPORTATION

A student being transported by ILTexas transportation to or from school or a school-sponsored or school-related activity may be removed from a school vehicle for conduct violating ILTexas' established standards for conduct in a school vehicle.

GUN-FREE SCHOOLS ACT

In accordance with the Gun-Free Schools Act, ILTexas shall expel, from the student's regular program for a period of one year, any student who is determined to have brought a firearm, as defined by federal law, to school. The Superintendent or designee may modify the term of expulsion for a student or assess another comparable penalty that results in the student's expulsion from the regular school program on a case-by-case basis.

For the purposes of this law, "firearm" means:

1. Any weapon – including a starter gun – which will, or is designed to, or which may readily be converted to expel a projectile by the action of an explosive from the frame or receiver of any such weapon;
2. Any firearm muffler or firearm silencer;
3. Any destructive device. "Destructive device" means any explosive, incendiary or poison gas bomb, grenade, rocket having a propellant charge of more than four ounces, missile having an explosive or incendiary charge of more than 1/4 ounce, mine, or device similar to any of the preceding described devices. It also means any type of weapon – other than a shotgun shell or a shotgun that is generally recognized as particularly suitable for sporting purposes – by whatever name known which will, or which may be readily converted to, expel a projectile by the action of an explosive or other propellant, and which has any barrel with a bore of more than 1/2 inch in diameter; and any combination of parts either designed or intended for use in converting any device into a destructive device as described, and from which a destructive device may be readily assembled.

JURISDICTION

ILTexas has disciplinary authority over a student:

1. During the regular school day and while the student is going to and from school on school transportation, including dual credit classes;
2. During lunch periods, if a student is allowed to leave campus;
3. While the student is in attendance at any school-related activity, regardless of time or location;
4. For any school-related misconduct, regardless of time or location;
5. For any mandatory expulsion offense committed while on school property or while attending a school-sponsored or school-related activity of another district in Texas;
6. When retaliation against a school employee or volunteer occurs or is threatened, regardless of time or location;
7. When the student commits a felony, as provided by Texas Education Code 37.006 or 37.0081; and
8. When criminal mischief is committed on or off school property or at a school-related event.

Note: In addition to disciplinary consequences, misdemeanor and felony offenses committed on campus will be reported to an appropriate law enforcement agency.

EXPECTED STANDARDS OF STUDENT CONDUCT

Each student is expected to behave in a responsible manner by:

1. ~~Demonstrating courtesy and respect for others;~~
2. ~~Attending all classes, regularly and on time;~~
3. ~~Preparing for each class by taking the appropriate materials and assignments to class;~~
4. ~~Being well groomed and dressing appropriately as defined by the school's uniform policy and at principal's discretion.~~
5. ~~Obedying all campus, classroom and extracurricular rules;~~
6. ~~Respecting the rights and privileges of other students, school staff, and other adults on campus or at school-related activities on or off campus;~~
7. ~~Respecting the property of others, including school property and facilities;~~
8. ~~Cooperating or assisting the school staff in maintaining safety, order, and discipline;~~
9. ~~Adhering to the Academic Honesty Policy; and~~
10. ~~Adhering to the Code of Conduct.~~

CAMPUS, CLASSROOM, AND ASSEMBLY RULES

~~In addition to rules in this Code of Conduct, Campus Principals may impose additional campus rules, and teachers and extracurricular sponsors may impose and communicate such additional campus rules, classroom rules, where such rules are not inconsistent with this Code. A student's conduct in assemblies and other out-of-classroom activity must comply with rules applicable to those of the classroom.~~

EXTRACURRICULAR STANDARDS

~~Sponsors and coaches may develop and communicate written extracurricular expected standards of behavior for induction in and continued participation in that activity. Such standards may be higher than those of the Code of Conduct. These standards must be reviewed and agreed upon by the parent and communicated to the students involved in that extracurricular activity and must be approved by the Campus Principal. Students who violate communicated extracurricular standards of behavior may be subject to disciplinary action under the Code of Conduct and, in addition, denied the opportunity to participate in extracurricular activities.~~

DISCIPLINE MANAGEMENT TECHNIQUES

~~Discipline will be designed to improve conduct and to encourage students to adhere to their responsibilities as members of the school community. Disciplinary action will draw on the professional judgment of teachers and administrators and on a range of discipline management techniques. Discipline will be correlated to the seriousness of the offense, the student's age and grade level, the frequency of misbehavior, the student's attitude, the effect of the misconduct on the school environment, and any statutory requirements. Because of these factors, discipline for a particular offense may bring into consideration varying techniques and responses (see page ___).~~

~~The following discipline management techniques may be used alone or in combination for misbehavior violating the Code of Conduct or campus/classroom rules:~~

- A. ~~Assigned additional physical education time (walking), in a manner consistent with all rules and regulations applicable to student health and proper discipline of students with disabilities and/or other limiting conditions;~~
- B. ~~Assigned school duties, other than class tasks, such as cleaning desks;~~
- C. ~~Behavioral contracts;~~
- D. ~~Cooling off or timeout;~~
- E. ~~Counseling by teachers, counselors, or administrators;~~
- F. ~~Detention, either during the school day or outside the school day;~~
- G. ~~Expulsion, as specified in the Code of Conduct;~~
- H. ~~Grade reductions for academic violations such as cheating, copying, allowing others to copy work, or plagiarism;~~
- I. ~~In school suspension, as specified in the Code of Conduct;~~
- J. ~~Out of school suspension~~
- K. ~~Parent administrator conferences;~~
- L. ~~Parent teacher conferences;~~
- M. ~~Phone calls to parents/guardians;~~
- N. ~~Referral to an outside agency and/or legal authority for criminal prosecution, in addition to disciplinary measures imposed by ILTexas;~~
- O. ~~Rewards or demerits;~~
- P. ~~School probation;~~
- Q. ~~Seating changes in the classroom or lunchroom;~~
- R. ~~Sending the student to the office or other assigned areas, or another short term removal from the classroom;~~
- S. ~~Temporary confiscation of items that disrupt the educational process;~~
- T. ~~Verbal or oral correction;~~
- U. ~~Withdrawal of privileges, such as participation in extracurricular activities and eligibility for seeking and holding honorary offices.~~

ROLE OF ILTEXAS STAFF

~~TEACHERS are authorized to assign Lunch Detention and Classroom Detention. Classroom Detention by a teacher must be scheduled with the parent and coordinated with the Grade Level Administrator. Teachers will work to determine why the student misbehaved and to help the student learn to make better choices in similar future situations.~~

~~THE GRADE LEVEL ADMINISTRATOR is authorized to handle student discipline and may assign and supervise After School Discipline (ASD) of up to 90 minutes to help the student learn to make better choices in similar future situations.~~

~~THE ASSISTANT PRINCIPAL (OR DESIGNEE) who is responsible for discipline is authorized to enforce discipline and to investigate any allegation of misconduct. The AP may question any witnesses in addition to the student and may ask for written statements that may include time, date, circumstances, observations, and signature. The AP may assign all above disciplinary consequences and is authorized to supervise 60 minutes of physical exercise that may include students walking 3 miles (20 minute pace), cleaning desks, or other relevant duties as assigned. Additionally, the AP may assign In School Suspension (ISS) for up to five days. The AP will attempt to reach a parent by phone and follow up with an email notification to the parent of ISS dates. Students assigned to ISS must serve 30 minutes before the start of school and 30 minutes~~

~~after the end of school. Failure to serve the full daily times of ISS (9 hours) will not count as a good day served and that days assignment to ISS will be repeated. Students in ISS must be constantly supervised and daily visited by their teachers and the counselor. Finally, the AP may recommend Suspension to the Principal, and may issue short term suspensions with approval from the Campus Principal.~~

~~THE CAMPUS PRINCIPAL has the authority to implement the Code of Conduct, up to and including the suspension of a student from campus for up to five days. The Campus Principal may also assign any of the disciplinary consequences described above, and may recommend a student for expulsion.~~

~~THE SUPERINTENDENT (OR DESIGNEE) has the authority to expel a student. Upon receiving an expulsion recommendation from a Campus Principal, the Superintendent will conduct an expulsion hearing, as described more fully in this Code of Conduct.~~

CODE OF CONDUCT VIOLATIONS

Level I Offenses

~~The following behaviors are prohibited at all school and school related activities:~~

- ~~1. Assault (Class C) student on student.~~
- ~~2. Scuffling (hitting/kicking) student on student.~~
- ~~3. Being a member of, pledging to become a member of, joining, or soliciting another person to join, or pledge to become a member of a public school fraternity, sorority, or gang, as defined by Texas Education Code § 37.121.~~
- ~~4. Cheating or copying the work of another.~~
- ~~5. Forcing an individual to act through the use of force or threat of force or committing extortion, coercion, or blackmail (obtaining money or another object of value from an unwilling person).~~
- ~~6. Committing or assisting in a robbery or theft even if it does not constitute a felony.~~
- ~~7. Damaging or vandalizing property owned by others.~~
- ~~8. Defacing or damaging school property, including textbooks, lockers, furniture, and other equipment, with graffiti or by other means.~~
- ~~9. Disobeying conduct rules regarding school transportation or personal transportation of student drivers to and from school and/or school related activities.~~
- ~~10. Engaging in any misbehavior that gives school officials reasonable cause to believe that such conduct will substantially disrupt the school program or incite violence.~~
- ~~11. Engaging in disruptive actions or demonstrations that substantially disrupt or materially interfere with school activities including food fights in the cafeteria.~~
- ~~12. Engaging in threatening behavior toward another student or school employee on or off school property.~~
- ~~13. Engaging in verbal or written exchanges that threaten the safety of another student, a school employee, or school property.~~
- ~~14. False accusation of conduct that would constitute a misdemeanor or felony.~~
- ~~15. Falsifying records, passes, or other school related documents.~~
- ~~16. Forgery of school documents at school or otherwise.~~

- ~~17. Gambling.~~
- ~~18. Gang activity.~~
- ~~19. Harassment under Texas Educational Code § 37.001(b).~~
- ~~20. Improperly discharging a fire extinguisher.~~
- ~~21. Inappropriate or indecent exposure of a student's private body parts.~~
- ~~22. Insubordination, or failing to comply with directives given by school personnel.~~
- ~~23. Leaving school grounds or school sponsored events without permission.~~
- ~~24. Making false accusations or hoaxes regarding school safety.~~
- ~~25. Non Title V felony; school is notified by police.~~
- ~~26. Possessing a cellular telephone or other telecommunications device at school during the school day.~~
- ~~27. Possessing mace or pepper spray.~~
- ~~28. Possessing or selling a weapons replica (look alike weapon).~~
- ~~29. Possessing or using a laser pointer for other than an approved use.~~
- ~~30. Possessing or using any articles not generally considered to be weapons, including school supplies, when the Campus Principal or designee determines that a danger exists.~~
- ~~31. Possessing or using matches or a lighter.~~
- ~~32. Possessing pornographic material.~~
- ~~33. Possessing published or electronic material that is designed to promote or encourage illegal behavior or that could threaten school safety; using e-mail or Internet sites at school to encourage illegal behavior or threaten school safety. Possession of stolen property.~~
- ~~34. Refusing to accept discipline management techniques assigned by ILTexas staff members.~~
- ~~35. Repeated tardiness.~~
- ~~36. Repeatedly violating campus or classroom standards of behavior.~~
- ~~37. Skipping/ditching/cutting a class.~~
- ~~38. Stealing from students, staff, or the school.~~
- ~~39. Throwing objects that can cause bodily injury or property damage.~~
- ~~40. Using the Internet or other electronic communications to threaten students or employees, or cause disruption to the school program or to promote/encourage illegal behavior that could threaten school safety.~~
- ~~41. Using profanity.~~
- ~~42. Violating computer use policies, rules, or agreements signed by the student, and/or agreements signed by the student's parent.~~
- ~~43. Violating dress and grooming standards as communicated in the Student/Parent Handbook.~~
- ~~44. Violating the ILTexas medication policy.~~

~~Disciplinary Consequences for Level I Offences (not in order of progressive disciplinary measures)~~

- ~~1. Detention.~~
- ~~2. Application of one or more Discipline Management Techniques (other than expulsion or out of school suspension for more than five days).~~
- ~~3. Confiscation of cell phones or other electronic devices.~~
- ~~4. Grade reductions for academic dishonesty.~~
- ~~5. In school suspension.~~
- ~~6. Out of school suspension (up to five days).~~

- ~~7. Removal from the classroom and/or placement in another classroom.~~
- ~~8. Restitution/restoration, if applicable.~~
- ~~9. Saturday School.~~
- ~~10. School-assessed and school-administered probation.~~
- ~~11. Temporary confiscation of items that are prohibited or that disrupt the educational process.~~
- ~~12. Verbal correction.~~
- ~~13. Withdrawal of privileges, such as participation in extracurricular activities and eligibility for seeking and holding honorary offices, and/or membership in school-sponsored clubs or organizations.~~

Level II Offenses

The following behaviors are prohibited at all school and school-related activities:

- ~~1. Abusing a prescription drug, giving a prescription drug to another student, or possessing or being under the influence of another person's prescription drug on school property or at a school-related event.~~
- ~~2. Any offense listed in Sections 37.006(a) or 37.007 (a), (b), and (d) of the Texas Education Code, no matter when or where the offense takes place.~~
- ~~3. Assault.~~
- ~~4. Bullying and/or cyberbullying, including intimidation by name-calling, using ethnic or racial slurs, or making derogatory statements that could disrupt the school program or incite violence.~~
- ~~5. Burglary of a motor vehicle on campus.~~
- ~~6. Commission of a felony offense listed under Title V, Texas Penal Code.~~
- ~~7. Conduct endangering the health and safety of others.~~
- ~~8. Deliberate destruction or tampering with school computer data or networks.~~
- ~~9. Directing profanity, vulgar language, or obscene gestures toward another student or school employee.~~
- ~~10. Engaging in conduct punishable as a felony under Title V, Texas Penal Code, when the conduct occurs off school property and not at a school-sponsored or school-related event and (1) the student receives deferred prosecution; (2) a court or jury finds that the student has engaged in delinquent conduct; or (3) the Superintendent or designee has a reasonable belief that the student engaged in the conduct.~~
- ~~11. Engaging in conduct that constitutes sexual harassment or sexual abuse, whether the conduct is by word, gesture, or any other sexual conduct, including requests for sexual favors directed toward another student or an ILTexas employee.~~
- ~~12. Engaging in harassment motivated by race, color, religion, national origin, disability, gender, or age and directed toward another student or school employee.~~
- ~~13. Engaging in inappropriate verbal, physical, or sexual contact directed toward another student or a school employee.~~
- ~~14. Recording, sending or posting electronic messages, pictures or video that are obscene, sexual in nature, threatening, harassing, damaging to another's reputation, promotes violence, or illegal.~~
- ~~15. False alarm or report.~~
- ~~16. Felony criminal mischief against school property, another student, or school staff.~~
- ~~17. Fighting.~~

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- ~~18. Gang activity (violent).~~
- ~~19. Hazing under Texas Educational Code Section 37.151(6).~~
- ~~20. Hit list under Texas Educational Code Section 37.001(b)(3).~~
- ~~21. Inappropriate sexual conduct.~~
- ~~22. Indecency with a child.~~
- ~~23. Indecent exposure.~~
- ~~24. Issuing a false fire alarm.~~
- ~~25. Persistent Level I offenses (four or more Level I offenses committed in any one school year).~~
- ~~26. Possessing a razor, box cutter, chain, or any other object used in a way that threatens or inflicts bodily injury to another person.~~
- ~~27. Possessing a stun gun.~~
- ~~28. Possessing ammunition.~~
- ~~29. Possessing an air gun or BB gun.~~
- ~~30. Possessing fireworks of any kind, smoke or stink bombs, or any other pyrotechnic device.~~
- ~~31. Possessing or selling look alike drugs or items attempted to be passed off as drugs or contraband.~~
- ~~32. Possessing or selling seeds or pieces of marijuana in less than a usable amount.~~
- ~~33. Possessing, selling, distributing, or being under the influence of inhalants.~~
- ~~34. Possessing, selling, distributing, or being under the influence of a simulated controlled substance.~~
- ~~35. Possessing, smoking, or using tobacco products.~~
- ~~36. Possessing, using, giving, or selling paraphernalia related to any prohibited substance.~~
- ~~37. Public lewdness.~~
- ~~38. Required registration as a sex offender.~~
- ~~39. Retaliation against any school employee or volunteer at any time or place.~~
- ~~40. Selling, giving, or delivering to another person or possessing, using, or being under the influence of marihuana, controlled substance, dangerous drug, or alcoholic beverage.~~
- ~~41. Setting or attempting to set fire on school property (not arson).~~
- ~~42. Targeting another individual for bodily harm.~~
- ~~43. Use, exhibition, or possession of a firearm, knife, club, or prohibited weapon.~~
- ~~44. Vandalism of or conduct constituting criminal mischief with respect to school facilities or property.~~
- ~~45. Violations of the ILTexas Honor Code (see Honor Code, page 109), including but not limited to:

 - ~~a. Plagiarism;~~
 - ~~b. Unauthorized collaboration on independent homework/assignments or tests;~~
 - ~~e. Copying and submitting the work of another or allowing another student to copy one's work;~~
 - ~~d. Cheating;~~
 - ~~e. Theft, sales, or distribution of any materials including, but not limited to examinations and/or quizzes;~~
 - ~~f. Breaking into and/or examining a teacher's personal possessions to obtain or view evaluation instruments;~~
 - ~~g. Changing and/or falsifying a grade in a teacher's grade book, on the computer, or through other school devices used to record student grades; or~~
 - ~~h. Unauthorized possession of a stolen evaluation instrument.~~~~

~~46. Any discretionary or mandatory expulsion violation under Texas Education Code, Chapter 37.~~

~~Disciplinary Consequences for Level II Offenses (not in order of progressive disciplinary measures)~~

- ~~1. Any applicable Level I Disciplinary Consequence~~
- ~~2. Any applicable Level II Disciplinary Consequence~~
- ~~3. Out of school suspension for up to five days~~
- ~~4. Expulsion~~

~~Level III Offenses~~

- ~~1. Aggravated assault.~~
- ~~2. Aggravated kidnapping.~~
- ~~3. Aggravated robbery.~~
- ~~4. Aggravated sexual assault.~~
- ~~5. Arson.~~
- ~~6. Attempted murder or criminal attempt to commit murder or capital murder.~~
- ~~7. Manslaughter.~~
- ~~8. Murder.~~
- ~~9. Capital murder.~~
- ~~10. Conduct punishable as a felony.~~
- ~~11. Criminally negligent homicide.~~
- ~~12. Sexual abuse of a child.~~
- ~~13. Sexual assault.~~

~~Disciplinary Consequences for Level III Offenses~~

- ~~1. Mandatory Expulsion.~~

~~CONFERENCES, HEARINGS, AND APPEALS~~

~~All students are entitled to conferences, hearings, and/or appeals of disciplinary matters as provided by state and federal law, and by school policy.~~

~~PROCESS FOR SUSPENSIONS LASTING UP TO FIVE DAYS~~

~~In addition to the above list of Code of Conduct violations, the Campus Principal has authority to suspend a student for a period of up to five school days for any or the following reasons:~~

- ~~1. The need to further investigate an incident or allegation;~~
- ~~2. A recommendation to expel the student; or~~
- ~~3. An emergency constituting endangerment to health or safety.~~

~~While suspended, students are not allowed to be on the campus, including at afterschool activities. The suspended days will be counted as unexcused absences. Students may receive credit for work missed during the period of suspension if the student makes up work missed during the period of~~

suspension within the same number of days the student was absent. Students are expected to make up all assignments missed during the suspension and the student's grade will be based on the academic performance and merit of the student's work without regard to the reason of the student's absence due to suspension.

PREREQUISITES TO SUSPENSION

Prior to suspending a student, the Campus Principal or designee must hold an informal conference with the student to:

1. Notify the student of the accusations against him/her;
2. Allow the student to relate his/her version of the incident;
3. Determine whether the student's conduct warrants suspension

NOTIFICATION TO PARENTS/GUARDIANS

If the Campus Principal determines the student's conduct warrants suspension, the Campus Principal will notify the student's parents that the student has been suspended before the student is sent home. At this time, the Campus Principal will also notify the student's parents of the period of suspension, the grounds for suspension, and the time and place for a post-suspension conference with the Campus Administration.

PROCESS FOR OUT-OF-SCHOOL SUSPENSIONS OVER FIVE DAYS AND EXPULSION

When the Campus Principal determines that a student's conduct warrants suspension for more than five days or expulsion, the Campus Principal make a recommendation for disciplinary action to the Superintendent.

Prior to taking any long-term disciplinary action, the Campus Principal or designee will provide the student's parent(s) with written notice of:

1. The reasons for the proposed disciplinary action; and
2. The date and location for a hearing before the Superintendent or designee, within five days after the date of the notice, unless the Superintendent or designee and the parent(s) agree in writing to an alternate time.

The notice shall further state that, at the hearing, the student:

1. May be present;
2. Shall have an opportunity to present evidence;
3. Shall be apprised and informed of the school's evidence and witnesses;
4. May be accompanied by his/her parents or another adult who can provide guidance to the student and who is not an employee of the district; and
5. May be represented by an attorney.

EMERGENCY PLACEMENT AND EXPULSION

If the Campus Principal reasonably believes that a student's behavior is so unruly, disruptive, or abusive that it seriously interferes with a teacher's ability to communicate effectively with students in a class, with the ability of a student's classmates to learn, or with the operation of ILTexas or a school-sponsored activity, the Campus Principal may order immediate removal of the student. The Campus Principal may impose immediate suspension if he/she reasonable believes such action is

necessary to protect persons or property from imminent harm. At the time of such an emergency removal, the student will be given verbal notice of the reason for the action and appropriate hearings will be scheduled within a reasonable time after the emergency removal.

HEARING BEFORE SUPERINTENDENT (OR DESIGNEE)

ILTexas shall make a good faith effort to inform the student and the student's parent(s) of the time and place for the hearing, and ILTexas shall hold the hearing regardless of whether the student, the student's parents or another adult representing the student attends. The Superintendent or designee may audio record the hearing. Within 24 hours of the hearing, the Superintendent will notify the student and the student's parents in writing of his/her decision. The decision shall specify:

1. The length of the suspension or expulsion, if any;
2. When the expulsion is not permanent, the procedures for re-admittance to the school at the end of the expulsion period; and
3. The right to appeal the Superintendent's decision to the Board of Directors or the Board's designee.

The notice shall also state that failure to timely request such a hearing constitutes a waiver of further rights in the matter.

BOARD REVIEW OF EXPULSION

The student or his/her parent(s) may appeal the long-term suspension or expulsion decision to the Board of Directors in writing within three school days after receipt of the Superintendent or designee's written decision. If such an appeal is made, the ILTexas Board will designate a Student Discipline Committee (SDC) consisting of three currently sitting Board members to hear the appeal. The three-member panel SDC must have two members present for a quorum but the third member may be on conference call and may vote. The SDC will review the record of the expulsion hearing in a closed meeting unless the parent requests in writing that the matter be held in an open meeting. The SDC may also hear a statement from the student or parent (or representative) and from the school administration. The decision of the SDC is final and may not be appealed.

Discipline consequences will not be deferred pending the outcome of an appeal of an expulsion to the Board.

READMISSION AFTER WITHDRAWAL OR EXPULSION

A student who has withdrawn pending disciplinary action or has been expelled from ILTexas may re-apply for admission and gain re-enrollment subject to the following criteria:

1. A vacancy exists in the student's grade level;
2. The student must have a clean discipline record at their current school for at least one full year or semester; and
3. The student must meet with the Re-Admission Committee to present a request for readmission.

~~The Re Admission Committee will be comprised of the Principal, the Counselor, and the Grade Level Administrator. The Re Admission Committee may request current teacher recommendations for the student, relevant commentary from any counselor with whom the student may have consulted, as well as any other documentation pertinent to the application. The student will be allowed to make a statement to support his request and may submit additional documentation to the committee for consideration. A parent or other adult representative may also be present for the presentation to the Committee.~~

~~Upon conclusion of the presentation and after review of all relevant documentation, the Committee will make a recommendation on whether the student should be re-admitted. The decision of the Re Admission Committee may only be appealed to the Superintendent, whose decision will be final.~~

~~The student must reapply and follow the same process for admission as if he or she were a new applicant. However, the student will be admitted on a 120-day behavior contract recognizing that any subsequent violation of the Student Code of Conduct within that time period may result in expulsion without the possibility of readmission.~~

STUDENTS WITH DISABILITIES

~~All disciplinary actions regarding students with disabilities shall be conducted in accordance with current federal and state laws.~~

SUSPENSION/EXPULSION REQUIREMENTS

~~A student with a disability shall not be excluded from his or her current placement pending appeal to the Board of Directors for more than ten days without ARD Committee action to determine appropriate services in the interim. Pending appeal to a special education hearing officer, a student with a disability shall remain in the present educational setting, unless ILTexas and the parents agree otherwise.~~

REMOVAL FROM SCHOOL TRANSPORTATION

~~A student being transported by ILTexas transportation to or from school or a school-sponsored or school-related activity may be removed from a school vehicle for conduct violating ILTexas' established standards for conduct in a school vehicle.~~

GUN-FREE SCHOOLS ACT

~~In accordance with the Gun-Free Schools Act, ILTexas shall expel, from the student's regular program for a period of one year, any student who is determined to have brought a firearm, as defined by federal law, to school. The Superintendent or designee may modify the term of expulsion for a student or assess another comparable penalty that results in the student's expulsion from the regular school program on a case-by-case basis.~~

~~For the purposes of this law, "firearm" means:~~

- ~~1. Any weapon — including a starter gun — which will, or is designed to, or which may readily be converted to expel a projectile by the action of an explosive from the frame or receiver of any such weapon;~~
- ~~2. Any firearm muffler or firearm silencer;~~

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~~3. Any destructive device. "Destructive device" means any explosive, incendiary or poison gas bomb, grenade, rocket having a propellant charge of more than four ounces, missile having an explosive or incendiary charge of more than 1/4 ounce, mine, or device similar to any of the preceding described devices. It also means any type of weapon—other than a shotgun shell or a shotgun that is generally recognized as particularly suitable for sporting purposes—by whatever name known which will, or which may be readily converted to, expel a projectile by the action of an explosive or other propellant, and which has any barrel with a bore of more than 1/2 inch in diameter; and any combination of parts either designed or intended for use in converting any device into a destructive device as described, and from which a destructive device may be readily assembled.~~

District Information

ACADEMIC PROBATION

Academic probation ~~will~~may be initiated with a parent conference in which all parties (student, parent/guardian, GLA, teachers) draft a contract whereby the student will be mandated to take certain steps to improve their academic performance, including but not limited to the following:

- Afterschool Homework Academy; academic support
- Daily Planner check-ins
- Nightly homework check-ins
- Mandatory tutorials
- Weekly progress report
- Loss of Extended Day Program activities

While on academic probation, students should focus their time and effort on making sure they are earning grades to meet expectations (~~85% or above~~) in all classes. Students should take advantage of morning and afternoon flextime, lunch tutorials, office hours, and make an extra effort to call teachers with questions about homework or projects, and schedule after-school tutorials if necessary to meet expectations. If the student is meeting expectations in all classes on the report card following Academic Probation, ~~earning 85% or above~~ for the six weeks, he/she will be released from Academic Probation and will become a student in good standing. If, according to the next six weeks report card, the student is on Academic Probation and fails to meet expectations (~~below 70%~~), then the Academic Probation contract will be reviewed at another parent meeting and revised as necessary. Students who continue on academic probation and do not earn academic credit in a course will have to repeat that course the following academic year. As such, some students may take more than four years to complete the ILTexas graduation requirements. Meeting expectations shall be at the sole discretion of the campus Principal or designee.

DISASTER AND FIRE PREPAREDNESS

Each campus has an emergency preparedness plan in addition to posting evacuation routes in each classroom. Fire Drills, Lock Down Drills and Tornado Drills will be conducted regularly

throughout the school year. Medical Emergency Drills for staff to include training on AED's will be conducted.

EQUAL ACCESS – FREE SPEECH

The school believes that it is important for students to learn the meaning and practice of freedom of speech while in school. However, the school retains its right to make decisions concerning equal access while maintaining an orderly and disciplined school environment.

INAPPROPRIATE USE OF TECHNOLOGY (ON OR OFF CAMPUS)

Students are prohibited from sending or posting electronic messages that are abusive, obscene, sexually oriented, threatening, harassing, damaging to another's reputation, or illegal. This prohibition applies to conduct off school property if it results in a substantial disruption to the educational environment, as determined in by the Principal. Any person taking, disseminating, transferring, or sharing obscene, sexually oriented, lewd, or otherwise illegal images or other content will be disciplined according to the Student Code of Conduct and may, in certain circumstances, be reported to law enforcement. ILTexas has the right to monitor and examine any files and activity on all district technology resources. The appropriate personnel may monitor, examine or disclose the contents of any activity to guarantee proper use of these resources as well as investigate complaints of possible inappropriate use.

INTERROGATIONS AND SEARCHES

In the interest of promoting student safety and attempting to ensure that ILTexas is safe and drug free, school officials may from time to time conduct searches. Such searches are conducted without a warrant and as permitted by law.

Administrators, teachers and other professional personnel may question a student regarding the student's own conduct or the conduct of other students. In the context of school discipline, students have no claim to the right not to incriminate themselves.

Students shall be free from unreasonable searches and seizures by school officials. School officials may search a student's outer clothing, pockets, or property by establishing reasonable cause or securing the student's voluntary consent. A search is reasonable if (1) the school official has reasonable grounds for suspecting that the search will uncover evidence of a rule violation or a criminal violation and (2) the scope of the search is reasonably related to the circumstances justifying the search, such as the extent of the search, the objectives of the search, the age and sex of the student, and the nature of the infraction.

Desk and Locker Searches

Students should have no expectation of privacy in the contents of their lockers, desks or other school property. Lockers and desks assigned to students remain at all times under the control and jurisdiction of ILTexas. The school will make periodic inspections of lockers and desks at any time, with or without notice or student consent. School officials will remove any item that violates school policy or that may potentially be dangerous.

Students have full responsibility for the security of their lockers and desks, and shall be held responsible for any prohibited items found therein. A student's parent shall be notified if any prohibited articles or materials are found in a student's locker or desk, or on the student's person.

Vehicles on Campus

Vehicles parked on school property and property under school control are under the jurisdiction of ILTexas and may be searched at any time if reasonable suspicion exists to believe that the search will result in evidence that school rules or other laws have been violated. If a vehicle subject to search is locked, the student shall be asked to unlock the vehicle and consent to a search of the vehicle. If the student refuses to permit the vehicle to be searched, ILTexas may contact the student's parents and/or law enforcement officials. A student may be held responsible for and in possession of prohibited items found in his or her vehicle parked on school property or at a school-related event.

Random Drug Searches

In order to ensure a drug-free learning environment, ILTexas conducts random drug searches of all school facilities. ILTexas may use or contract for specially trained nonaggressive dogs to sniff out and alert school officials to the current presence of concealed prohibited or illegal items, including drugs and alcohol. Canine visits may be unannounced. The dogs shall be used to search vacant classrooms, vacant common areas, the areas around student lockers, and the areas where vehicles are parked on school property or at school-related events. The dogs shall not be asked to alert on students. A dog alert to a locker, vehicle, or item in a classroom, constitutes reasonable grounds for a search by school officials.

OFF-CAMPUS P.E.

Although we are supportive of our many students who participate in a variety of athletic activities outside of the school curriculum, approval for off-campus PE will be at the sole discretion of the school administration. Students interested in this option should contact the Campus Principal.

PHYSICAL EDUCATION PARTICIPATION REQUIREMENTS

Students at ILTexas are required to earn 4 credits in P.E. before graduating high school. A student may be excused from activity due to health reasons for a maximum of three days with a note from a parent given to the ~~PE teacher~~ Performance Coach. If it is necessary to be excused for an extended period of time, a doctor's note must be provided to the school. The student is still responsible for attending class and learning the curriculum even if physical restrictions prevent the student from actively participating in the program. A uniform is part of the overall ILTexas safety plan for students. Therefore, all students are expected to wear the appropriate uniform in order to participate in physical ~~education~~ fitness activities. Students who fail to dress out in proper uniform will receive a grade reflective of the assessment policy instituted by their teacher.

PROCEDURES FOR USE OF RESTRAINT AND TIME-OUT (NOT SPECIAL EDUCATION)

School employees, volunteers, or independent contractors are authorized to use restraint in the event of an emergency and subject to the following limitations:

- Only reasonable force, necessary to address the emergency, may be used.

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- The restraint must be discontinued at the point at which the emergency no longer exists.
- The restraint must be implemented in such a way as to protect the health and safety of the student and others.
- The student may not be deprived of basic human necessities.

At no time, however, may a student be placed in seclusion.

A student with a disability may not be confined in a locked box, locked closet or other specially designated locked space as either a discipline management practice or a behavior management technique.

SCHOOL CLOSINGS OR DELAY

Cancellations and delays will be communicated to parents via School Messenger (phone call and email) and school website at ILTexas.org. It is imperative and incumbent of parents to ensure that their email and phone contact information is always accurate and updated. Correct information should be given to your campus main office.

TEACHER QUALIFICATIONS – PARENTS’ RIGHT TO KNOW

At the beginning of each school year, ILTexas will notify the parent of each student attending with information regarding the professional qualifications of their student’s classroom teachers. ILTexas will also provide this information upon request from a parent. The notification will include, at a minimum:

1. Whether your child’s teacher(s) have met state qualification and licensing criteria for their grade levels and subject areas.
2. Whether your child’s teacher(s) are serving under emergency or other provisional status that is less than full state certification.
3. The bachelor’s degree major of your child’s teacher(s) and any graduate degrees held, and the field of certification or degree.
4. Whether your child receives services from paraprofessionals and, if so, their qualifications.

TUTORIALS FOR GRADES 1-12

All teachers schedule tutorial times and encourage students to attend. Teachers may require students who do not meet academic expectations to attend tutorials. Students who are failing a course at designated checkpoints (available on school calendar prior to the start of school) will be required to attend mandatory tutoring or participate in a credit recovery program.

STUDENT FEES

Materials that are part of the basic educational program are provided with state and local funds at no charge to a student. Students are expected to provide their own consumable items, such as pencils, paper, pens, erasers, notebooks, calculators, headsets, etc. Students may be required to pay certain fees or deposits, including:

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1. A fee for materials for a class project that the student will keep, if the fee does not exceed the cost of materials;
2. Membership dues in voluntary student clubs or organizations and admission fees to extracurricular activities;
3. A security deposit for the return of materials, supplies or equipment;
4. A fee for personal physical education and athletic equipment and apparel, although a student may provide the student's own equipment or apparel if it meets reasonable requirements and standards relating to health and safety;
5. A fee for voluntarily purchased items, such as student publications, class rings, pictures, yearbooks, graduation announcements, etc.;
6. A fee for voluntary student health and accident benefit plan;
7. A reasonable fee, not to exceed the actual annual maintenance cost, for the use of musical instruments and uniforms owned or rented by the school;
8. A fee for items of personal apparel used in extracurricular activities that become the property of the student;
9. A parking fee
10. A fee for replacement of a student identification card;
11. If offered, a fee for a driver training course, not to exceed the actual cost per student in the program for the current school year;
12. A fee for an optional course offered for credit that requires the use of facilities not available on campus or the employment of an educator who is not part of the school's regular staff;
13. A fee for summer school courses that are offered tuition-free during the regular school year;
14. A reasonable fee, not to exceed \$50, for costs associated with an educational program offered outside of regular school hours through which a student who was absent from class receives instruction voluntarily for the purpose of making up the missed instruction and meeting the level of attendance required for class credit, so long as the fee would not create a financial hardship or discourage the student from attending the program;
15. A fee for lost, damaged, or overdue library book; or
16. A fee specifically permitted by any other statute.

ILTexas may waive any fee or deposit if the student and parent are unable to pay. A request for such a waiver must be made in writing to the Principal or designee, and include evidence of inability to pay. Details for the fee waiver are available in the Principal's office.

DISPLAYING A STUDENT'S ARTWORK, PROJECTS, PHOTOS, AND OTHER ORIGINAL WORK

Teachers may display student work in classrooms or elsewhere on campus as recognition of student achievement. However, ILTexas will seek parental consent before displaying student artwork, special projects, photographs taken by students, and other original works on the ILTexas website, on any campus or classroom website, in printed materials, by video, or by any other method of mass communication. ILTexas will also seek consent before displaying or publishing an original video or voice recording in this manner.

DISTRIBUTION OF MATERIALS OR DOCUMENTS

School Materials

Publications prepared by and for ILTexas may be posted or distributed with prior approval by the Principal and/or teacher. Such items may include school posters, brochures, murals, etc.

Non-School Materials

Students must obtain express prior approval of the Principal or designee before distributing, posting, selling, or circulating written materials, handbills, photographs, pictures, petitions, films, tapes, posters, or other visual or auditory materials on campus.

Non-school literature shall not be distributed by students on ILTexas property if:

- The materials are obscene, vulgar, or otherwise inappropriate for the age and maturity of the audience.
- The materials endorse actions endangering the health or safety of students.
- The materials promote illegal use of drugs, alcohol, or other controlled substances.
- The distribution of such materials would violate the intellectual property rights, privacy rights, or other rights of another person.
- The materials contain defamatory statements about public figures or others.
- The materials advocate imminent lawless or disruptive action and are likely to incite or produce such action.
- The materials are hate literature or similar publications that scurrilously attack ethnic, religious, or racial groups or contain content aimed at creating hostility and violence, and the materials would materially and substantially interfere with school activities or the rights of others.
- There is reasonable cause to believe that distribution of the non-school literature would result in material and substantial interference with school activities or the rights of others.

Any student who posts material without prior approval will be subject to disciplinary action in accordance with the Student Code of Conduct. Materials displayed without approval will be removed.

Written or printed materials, handbills, photographs, pictures, films, tapes, or other visual or auditory materials over which ILTexas does not exercise control shall not be sold, circulated, or distributed by persons or groups not associated with ILTexas or a school support group on school premises unless the person or group obtains specific prior approval from the Superintendent or designee. To be considered, any non-school material must include the name of the sponsoring organization or individual. The requestor may appeal the Superintendent or designee's decision in accordance with Board policy.

ACCOMMODATIONS FOR CHILDREN OF MILITARY FAMILIES

Children of military families will be provided flexibility regarding certain school requirements, including:

- Immunization requirements;
- Grade level, course, or educational program placement;

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- Eligibility requirements for participating in extracurricular activities; and
- Graduation requirements.

In addition, absences related to a student visiting with his or her parent, including a stepparent or legal guardian, who has been called to active duty for, is on leave from, or is returning from a deployment of at least four months will be excused by ILTexas. The school will permit no more than five excused absences per year for this purpose. For the absence to be excused, the absence must occur no earlier than the 60th day before deployment or no later than the 30th day after the parent's return from deployment.

PLEDGES OF ALLEGIANCE AND MOMENT OF SILENCE

Each school day, students will recite the Pledge of Allegiance to the United States flag and the Pledge of Allegiance to the Texas flag. Parents may submit a written request to the Principal or designee to excuse their student from reciting a pledge.

State law requires that one minute of silence will follow recitation of the pledges. Each student may choose to reflect, pray, meditate, or engage in any other silent activity during that minute so long as the silent activity does not interfere with or distract others. In addition, state law requires that ILTexas provide for the observance of one minute of silence at the beginning of the first class period when September 11 falls on a regular school day in remembrance of those who lost their lives on September 11, 2001.

RECITATION OF THE DECLARATION OF INDEPENDENCE

State law requires students in social studies classes in grades 3–12 to recite a portion of the text of the Declaration of Independence during “Celebrate Freedom Week.” A student will be exempted from this requirement if a parent provides a written statement requesting that the student be excused, ILTexas determines that the student has a conscientious objection to the recitation, or the parent is a representative of a foreign government to whom the United States extends diplomatic immunity.

PRAYER AND MEDITATION

Students have a right to individually, silently, and voluntarily pray or meditate in school in a manner that does not disrupt instructional or other school activities. ILTexas will not require, encourage, or coerce a student to engage in or refrain from such prayer or meditation during any school activity.

DRESS CODE & UNIFORMS

ILTEXAS UNIFORM CODE AND POLICY

As authorized by state law and the ILTexas charter, students are required to wear uniforms to school. The purpose of a uniform policy is to promote an environment focused on academic rigor. The wearing of the school uniform signifies community and the student's desire to obtain

excellence. Neat, clean grooming for school is expected at all times. Each student is expected to comply with this code during regular school hours. Parents are responsible for ensuring that their child complies with the dress code before the child comes to school. All uniform items must be in good condition, correctly sized and labeled with the student's name. Students may not deface, add or detract from the uniform, shoes or any uniform accessory. This includes: marking on uniform items, wearing un-hemmed skirts or pants, or wearing other items that are not part of the uniform. A student's citizenship grade may be lowered for a uniform violation. Violations of the dress code may result in disciplinary action. Students who come to school inappropriately dressed may be asked to contact a parent, may be asked to visit the nurse in order to wear available school-provided items, or may be sent home. The ILTexas Administrative team is responsible for interpreting, implementing, and enforcing the dress code policy. The only exceptions to this portion of the handbook would be those pertaining to religious beliefs. In these instances, parents must consult with the administration about their specific concerns and how the dress code would be affected. All decisions about a student's compliance of the dress code are at the discretion of the campus Principal.

Parents must provide their student(s) with the required uniform, except in the case of educationally disadvantaged students as provided in the Texas Education Code. ILTexas may provide a uniform for educationally disadvantaged students. A request for school assistance for purchasing uniforms must be made in writing to the Principal or designee and include evidence of inability to pay. Further details are available in the Principal's office.

- Grooming – Students will adhere to the following guidelines in all issues pertaining to grooming.
- Hair – Neatness and good grooming are the expectations. Male haircuts should be no longer than the top of the collar. Spiking of the hair is limited to one inch. Mohawks, designs, and fad cuts are not allowed. Students who violate these rules may be sent home and disciplinary action taken.
- Boys may not wear earrings of any type. Body piercing and grills are not acceptable.
- Jackets may be worn to school, but only school-approved jackets are allowed in the classroom.

In addition, the following are not permitted:

- Slippers, moccasins, sandals, high heels, jellies, patent leather, platform shoes, hiking and/or work boots (boots of any kind). Shoelaces should either be black or white. No gloves, hats, scarves, sweaters (other than approved uniform sweaters), sunglasses, or ear warmers are to be worn in the classroom. Large belt buckles and cargo pants are not permitted.
- Inappropriate, offensive, or disruptive clothing or other items are not allowed under any circumstances. Examples include, but are not limited to, clothing depicting or promoting drugs, alcohol, violence, prejudice, or obscenities.
- Appropriate undergarments must be worn at all times.

This is not an all-inclusive list. If students or parents have any questions about a particular article of clothing they should forward those questions to the Principal

ELEMENTARY SPECIFIC UNIFORM CODE AND POLICIES

IDENTIFICATION BADGES

Identification badges are considered part of the uniform code. All the students must wear a school identification badge. Students will be given an identification badge at the beginning of the school calendar at no cost. Students shall wear it all the time and display it in a visible location (e.g. worn on the left side of the shirt or sweater) free of any decoration or mutilation during school or any school related activity.

BADGE REPLACEMENT POLICY

Students with damaged, altered, defaced, or lost ID badges shall purchase a replacement ID badge. A replacement fee of \$5.00 shall be assessed for each occurrence of a lost/damaged ID badges.

BLOUSES/SHIRTS

White cotton blouses (long or short sleeved) from Academic Outfitters, or school logo white or maroon polo shirts are required for girls. White button down oxford shirts (long or short sleeved) or school logo maroon or white polo shirts are required for boys. Oxford shirts for boys and collar shirts for girls must be worn on dress uniform Mondays. Long sleeves must be buttoned. The hem of the shirts must be fully tucked in and not rolled under. Kindergarten - 5 students may wear the ILTexas maroon or white polo shirt Tuesday through Friday.

SWEATERS, JACKETS & SPIRIT SWEATSHIRTS

While any jacket, sweater or sweatshirt may be worn to and from school, only ILTexas uniform sweaters/vests/fleece with logos may be worn in the classrooms. All items must be in good condition (not torn or discolored) and must fit appropriately.

PANTS

Pants should be worn appropriately and modestly. Both girls and boys must wear khaki Academic Outfitters uniform pants with their designated shirt style. Boys must wear pants on Mondays. Khaki uniform shorts may be worn Tuesday – Friday.

BELTS

Students shall wear belts when wearing pants or shorts with belt loops. No designer or logo buckles are permitted.

JUMPERS

Girls may wear the ILTexas uniform jumper anytime during the school year. Jumpers must be worn on Mondays. As girls grow taller, jumper lengths may need to be adjusted.

ELEMENTARY SPECIFIC UNIFORM CODE AND POLICIES (CONT.)

MODESTY SHORTS

All girls must wear maroon (plain, with no other colors or designs) modesty shorts under their jumpers. Modesty shorts should be purchased at Academic Outfitters. Long pants may not be worn under the jumper.

SOCKS

Girls must wear solid white socks. Boys must wear solid black socks. Students are not permitted to wear socks with logos. Girls may also wear solid white tights (waist to toes) with jumpers. Leggings are not permitted.

SHOES

Girls are required to wear *solid white* shoes with white laces or Velcro. Boys are required to wear *solid black* shoe with black laces or Velcro. Other shoe accessories are not permitted. Shoes and shoelaces should be kept in good condition and replaced when they are outgrown, torn, or otherwise damaged throughout the school year.

PROFESSIONAL DRESS FOR MONDAYS

All students are required to wear the professional dress uniform on Mondays. Girls must wear the white blouse and jumper. Boys must wear khaki pants with the button down collar oxford shirt and uniform tie. Academic Outfitter sweaters may be worn.

LOGOS

The only logo permitted is the ILTexas logo. No other logo on any part of the clothing is permitted.

HEAD WEAR

Students are not permitted to wear hats, caps, visors, sunglasses or other headwear during school hours. All hair accessories and cultural head covers must match a color in the jumper.

HAIR

Hair must be clean, neatly styled, not covering the eyes and be of a naturally occurring hair color. Boys' hair length must be above the eyebrows and no longer than the top of the collar in the back of the uniform shirt. Spiking of the hair is limited to one inch. Mohawks, designs, and fad cuts are not allowed.

JEWELRY

Girls' jewelry must not pose a distraction. Boys are not permitted to wear earrings. Body piercings are not acceptable.

BACKPACKS

Backpacks should be an appropriate size for your child. Students are encouraged to limit the weight of their backpack. Rolling backpacks are not permitted in grades K-3. Students in grades 3-5 may utilize rolling backpacks.

SPIRIT GEAR

Spirit days are designated by each individual campus. Spirit gear may be work on spirit. Spirit Gear is defined as ILTexas Spirit Gear, ILTexas PTO Spirit Gear, Field Day shirts, Honor Choir shirts, etc.

CASUAL DAYS AND THEMED DRESS DAYS

Casual dress days and themed dress days will be made available at designated times throughout the school year. Casual/themed dress privileges may be revoked for students who do not comply with all dress code policies as determined by the administration.

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Schedules of casual days will be determined by the Campus Principal. Clothing worn on casual days or themed dress days must follow the same guidelines for fit and length as comparable uniform items. If there are doubts about whether a particular clothing item is acceptable, best practice is not to wear it.

NON-PERMITTED CLOTHING ITEMS

- Slippers, moccasins, sandals, high heels, jellies, patent leather, platform shoes, hiking and/or work boots (boots of any kind). Shoelaces should either be black or white. No gloves, hats, scarves, sweaters (other than approved uniform sweaters), sunglasses, or ear warmers are to be worn in the classroom. Large belt buckles and cargo pants are not permitted.
- Sleeveless shirts, shirts that reveal the stomach area, and shirts that are too tight are not permitted.
- Inappropriate, offensive, or disruptive clothing are not allowed under any circumstances. Examples include, but are not limited to, clothing depicting or promoting drugs, alcohol, violence, prejudice, or obscenities.

MIDDLE SCHOOL SPECIFIC UNIFORM CODE AND POLICIES

GROOMING

Students will adhere to the following guidelines in all issues pertaining to grooming:

- Hair – Neatness and good grooming are the expectations. Male haircuts should be no longer than the top of the collar. Spiking of the hair is limited to one inch. Mohawks, designs, and fad cuts are not allowed. Students who violate these rules may be sent home and disciplinary action may be taken.
- Boys should be clean-shaven every day.
- Grills are not acceptable.

IDENTIFICATION BADGES

Identification badges are considered part of the uniform code. All the students must wear a school identification badge. Students will be given an identification badge at the beginning of the school calendar at no cost. Students shall wear it all the time and display it in a visible location (e.g. on a lanyard worn around neck or other visible location) free of any decoration or mutilation during school or any school related activity.

MIDDLE SCHOOL SPECIFIC UNIFORM CODE AND POLICIES (CONT.)

BADGE REPLACEMENT POLICY

Students with damaged, altered, defaced, or lost ID badges shall purchase a replacement ID badge. A replacement fee of \$5.00 shall be assessed for each occurrence of a lost/damaged ID badge.

SHIRTS

Students are required to wear long or short-sleeved white button-down oxford shirts from Academic Outfitters or white ILTexas Logo polo shirts from Academic Outfitters. Long sleeves

on oxford shirt must be buttoned and never rolled up. The hem of all shirts must be fully tucked in all around waist and not rolled under. All shirt buttons, including the buttons on the collar points, must be buttoned during school hours. When a tie is required, the collar button must be buttoned during school hours. This is the only button that may be undone when not wearing a tie. Girls must wear a tie during Professional Dress Day purchased through Academic Outfitters that are to be worn with their white shirts.

PANTS

Khaki pants must be worn appropriately and modestly. The following guidelines must be observed:

- Students must not wear pants that fit tightly
- Pants are to be worn at the natural waistline (no “hip huggers” or sagging)
- Hems may not touch the floor

BELTS

Students wearing pants must wear a belt every weekday that is black leather with a small, simple buckle. No designer or logo buckles are permitted. Students may not wear billfold or watch chains that hang from the waist.

UNDERSHIRTS

Students may only wear a solid white, long or short-sleeved T-shirt under the dress shirt or spirit polo shirt. Writing on undershirts or logos is not permitted underneath uniform shirts. Undershirts are to be tucked into the waistband of skirts/pants and the sleeves may not extend beyond the sleeves of the dress/polo shirt.

TIES FOR GRADES 6-12

ILT plaid ties are required every Monday with white oxford button down shirt.

BLAZERS FOR GRADES 6-12

Students are required to wear an ILTexas blazer every Monday.

SKIRTS

Girls may wear either the ILTexas plaid skirt or skorts. Girls must wear a skirt every Formal Dress Monday.

MODESTY SHORTS

All girls are required to wear modesty shorts or P. E. shorts under skirts. Modesty shorts must not be visible beyond the hem of the skirt.

MIDDLE SCHOOL SPECIFIC UNIFORM CODE AND POLICIES (CONT.)

SOCKS

Students are required to wear solid white socks. Students are not permitted to wear socks with logos or patterns. Girls may wear solid white tights (toe to waist).

SHOES

Formal dress days (Mondays), girls must wear solid black or solid white closed-toe dress shoes or penny loafers. Boys must wear solid black dress shoes.

Optional dress days (Tues-Friday), girls are required to wear solid white or solid black shoes (any kind). Boys are required to wear solid black shoes (any kind). Other shoe accessories are not permitted. Shoes and shoelaces should be kept in good condition and replaced when they are outgrown, torn, or otherwise damaged throughout the school year. Shoelaces should also be black.

SWEATERS, JACKETS & SWEATSHIRTS

ILTexas sweaters may be worn Monday through Friday. There is an option of either a sweater vest or long sleeve sweater. Only the ILTexas jacket may be worn Monday through Friday. No other jackets, sweaters or sweatshirts may be worn during school hours.

LETTER JACKETS AND LETTERS

Students may wear ILTexas Letter Jackets Tuesday through Friday.

NON-ILTEXAS LOGOS

Students are not permitted to wear logos on any part of their uniform, including socks, shoes, pants, shirts, etc.

HEAD WEAR

Students are not permitted to wear hats, caps, visors, sunglasses or other headwear during school hours. All hair accessories and religious head covers must be of school colors (maroon or white).

HAIR

Hair must be clean, neatly styled, not cover the eyes and be of a naturally occurring hair color. Boy's hair length should be no longer than the top of the collar. Boys Grades 9-12 should be clean-shaven every day. Side burns must not be longer than the ear lobe.

MAKEUP

Girls in Grades 6-12 may wear moderate natural makeup, which may include foundation, blush and mascara. Lip color must be light pink, clear or a color that matches the student's natural lip color. Makeup should be applied at home or in restrooms and cannot be applied in hallways or classrooms. Boys are not permitted to wear makeup.

NAIL POLISH

Boys are not permitted to wear nail polish.

JEWELRY

Body piercing (including nose rings), other than ears, is not permitted. Girls are allowed only two earrings per ear. Necklaces should be modest with no large or distracting pendants. No "studded"

~~MIDDLE SCHOOL SPECIFIC UNIFORM CODE AND POLICIES (cont.)~~

necklaces or bracelets are allowed, as well as any chain type jewelry or billfold. Earrings should not be longer or wider than two inches from the earlobe. Boys are not permitted to wear earrings.

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BACKPACKS

Backpacks should be standard size and free of offensive symbols or words. Rolling backpacks are not permitted in grades K-3 without written instructions from doctor.

SPIRIT DAY UNIFORM

ILTexas spirit shirts may be worn with khaki pants, gray slacks or a plaid skirt. Khaki pants must be full length and fit according to pants guidelines. No shorts are allowed. Spirit shirts include class sweatshirts, club and activity polo and athletic polo shirts. Wearing jeans with spirit gear on identified Spirit Days must be approved by the Campus Principal.

PERFORMANCE TRAINING PHYSICAL FITNESS/ATHLETICS UNIFORM

Students in grades 6-12 are required to wear the ILTexas approved P-E-physical fitness uniform from Academic Outfitters.

HIGH SCHOOL SPECIFIC UNIFORM CODE AND POLICIES

GROOMING

Students will adhere to the following guidelines in all issues pertaining to grooming:

- Hair – Neatness and good grooming are the expectations. Male haircuts should be no longer than the top of the collar. Spiking of the hair is limited to one inch. Mohawks, designs, and fad cuts are not allowed. Students who violate these rules may be sent home and disciplinary action may be taken.
- Boys should be clean-shaven every day.
- Grills are not acceptable.

IDENTIFICATION BADGES

Identification badges are considered part of the uniform code. All the students must wear a school identification badge. Students will be given an identification badge at the beginning of the school year at no cost. Students shall wear it all the time and display it in a visible location (e.g. on a lanyard worn around neck or other visible location) free of any decoration or mutilation during school or any school related activity.

BADGE REPLACEMENT POLICY

Students with damaged, altered, defaced, or lost ID badges shall purchase a replacement ID badge. A replacement fee of \$5.00 shall be assessed for each occurrence of a lost/damaged ID badge.

**Please refer to the ILTexas High School Uniform Information flyer found at our website or the main office for pictures of the uniform.*

SHIRTS

Students are required to wear long or short-sleeved white button-down oxford shirts with a tie from Academic Outfitters. Long sleeves on oxford shirt must be buttoned and never rolled up. The hem

HIGH SCHOOL SPECIFIC UNIFORM CODE AND POLICIES (CONT.)

Of all shirts must be fully tucked in all around waist and not rolled under. All shirt buttons, including the buttons on the collar points, must be buttoned during school hours.

PANTS

Grey slacks or khaki pants must be worn appropriately and modestly. The following guidelines must be observed:

- Students must not wear pants that fit tightly
- Pants are to be worn at the natural waistline (no “hip huggers” or sagging)
- Hems may not touch the floor
- Boys must wear grey slacks on Formal Dress Mondays.

BLAZERS FOR GRADES 9-12

Students are required to wear an ILTexas blazer every Monday.

SKIRTS

Girls may wear either the ILTexas plaid or khaki skirt. Girls must wear the plaid skirt on Formal Dress Mondays (or grey slacks for Middle and High School). Skirts shall be knee length.

TIES FOR GRADES 9-12

ILTexas plaid ties are required to be worn with white oxford button down shirt.

BELTS

Students wearing pants must wear a belt that is black leather with a small, simple buckle. No designer or logo buckles are permitted. Students may not wear wallet or watch chains that hang from the waist.

UNDERSHIRTS

Students may only wear a solid white, long or short-sleeved T-shirt under the oxford shirt. Writing on undershirts or logos is not permitted underneath uniform shirts. Undershirts are to be tucked into the waistband of skirts/pants and the sleeves may not extend beyond the sleeves of the dress/polo shirt.

SOCKS

Boys are required to wear solid black socks. Girls must wear solid knee length white socks or solid white tights. Students are not permitted to wear socks with logos or patterns.

SHOES

Girls must wear flat, solid black, closed-toe dress shoes. Boys must wear solid black dress shoes; laces or loafers are acceptable. During Spirit/Casual Days, shoes must be closed-toe with no heel.

SWEATERS, JACKETS & SWEATSHIRTS

A solid maroon, white, black, or grey cardigan (button up or closed v-neck sweater) may be worn Monday through Friday. Only the ILTexas blazer or jackets with the ILTexas logo may be worn Monday through Friday. *No other jackets, sweaters or sweatshirts may be worn during school hours.*

HIGH SCHOOL SPECIFIC UNIFORM CODE AND POLICIES (CONT.)

NON-ILTEXAS LOGOS

Students are not permitted to wear logos on any part of their uniform, including socks, shoes, pants, shirts, etc.

HEAD WEAR

Students are not permitted to wear hats, caps, visors, sunglasses or other headwear during school hours. All hair accessories and religious head covers must be of school colors (maroon or white).

HAIR

Hair must be clean, neatly styled, and away from the face and be of a naturally occurring hair color. Boy's hair length should be no longer than the top of the collar. Boys Grades 9-12 should be clean-shaven every day. Sideburns must not be longer than the earlobe.

MAKEUP (GRADES 9-12)

Girls may wear moderate natural makeup. Lip color must be light pink, clear or a color that matches the student's natural lip color. Makeup should be applied at home or in restrooms and cannot be applied in hallways or classrooms. Boys are not permitted to wear makeup.

NAIL POLISH (GRADES 9-12)

Boys are not permitted to wear nail polish.

JEWELRY (GRADES 9-12)

Body piercings other than the ears are not permitted. Girls are allowed only one earring per ear. Necklaces should be modest with no large or distracting pendants. No "studded" necklaces or gauges are allowed. Earrings should not be longer or wider than one inch from the earlobe. Boys are not permitted to wear earrings.

BACKPACKS (GRADES 9-12)

Backpacks should be standard size and free of offensive symbols or words.

SPIRIT DAY UNIFORM (GRADES 9-12)

Students will be allowed to wear a college or school t-shirt with jeans on spirit days. These days will be scheduled in advance. No shorts are allowed. Spirit shirts include class sweatshirts, club and activity polo and athletic polo shirts. Jeans must be clean denim (no holes and/or tattered). All requests for new spirit gear must be approved by the Campus Principal.

PHYSICAL FITNESS/ATHLETICS UNIFORM

Students in grades 6-12 are required to wear the ILTexas approved ~~physical fitness P.E.~~ uniform from Academic Outfitters. The tennis shoes for the athletic wear can be of any brand, color and style as long as the shoe is appropriate for exercise.

DRESS DAYS

- FORMAL DRESS DAYS – Formal dress days will be every Monday and on special events that will be scheduled in advance.
- NON-FORMAL (REGULAR) DRESS DAYS – These days include Tuesday through Friday.
- SPIRIT DAYS – Students are allowed to wear a college or school shirt with jeans on spirit days. No shorts and non-ILTexas skirts are allowed. These days will be scheduled in advance.
- CASUAL DRESS DAYS – Similar to Spirit Days, but students are allowed to wear a regular appropriate shirt. These days will be scheduled in advance.
- FRIDAYS (HIGH SCHOOL ONLY) – Students have the option to wear an ILTexas polo on Fridays.

If students or parents have any questions about a particular article of clothing, they should forward those questions to the Principal.

EXTRACURRICULAR ACTIVITIES AND ATHLETICS

PHILOSOPHY STATEMENT

We believe that physical activity is an integral component of a student's intellectual, social, and emotional development. The athletic program of ILTexas is designed to complement and foster our academic goals. We offer every student the opportunity to participate in a variety of programs provided they are able to maintain a level of academic performance consistent with our school mission. Our goal is the development of our students who are able to meet and balance the demands of our rigorous curriculum as well as the challenges of our extracurricular activities and sports programs.

ELIGIBILITY AND COMMITMENT REQUIREMENTS

To be eligible to participate in competitions or performances for extracurricular activities a student must have no grade below a 70 in any class at a six-week marking period.

Exception: The first grade check for eligibility will be at the end of the 6-week period at the beginning of each year. Grades in AP/Honors courses will be included. Students enrolled in AP courses may have one grade per students per semester exempted from the no grade below 70 rule. The grade may not be below a 60 and must be in an AP course. Grades in regular courses are not exempted. The student must attend mandatory tutorials in the failed course until the grade is raised to passing. Only one grade per student per semester may be exempted. Failure to attend all tutorials will result in loss of the exemption.

- Beginning with the first grading cycle, grades for eligibility will be taken each six weeks.
- A student failing at a grading cycle will lose eligibility to compete.
- Eligibility may be regained at any three-week progress period if the progress report in the failed class(es) indicates a passing grade. Three-week progress reports will not be used

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to withdraw a student's eligibility, only to restore it. A student may not regain eligibility before a three-week progress report period.

- The calendar will note on which day the books close for a given marking period. From that date each student has a seven calendar day grace period to compete or perform before any restriction to participation occurs. Any grace days taken at the beginning of the period of ineligibility will be added to the end of the period. The ineligibility period is in effect for fifteen consecutive school days.

A student must also be on grade level in order to participate at the beginning of the school year.

- 7th – 9th = Promotion
- 10th = 6 credits
- 11th = 13 credits
- 12th = 21 credits

OTHER QUALIFICATIONS

A student who is ineligible to compete or perform in extracurricular activities may continue to practice or rehearse with the team or troupe during the period of ineligibility. All ineligible students are required to attend tutorials in failed classes and must be excused from rehearsal/practice without penalty. A student who fails a course in the 4th grading cycle, yet passes the course for the year, will be ineligible for competition or performance until the sixth grading cycle of the next academic year. A student who fails a course for the year, but makes up and passes the course in the summer, will be eligible to compete and perform the next school year.

In the time period from 12:00 a.m. Monday through 4:15 p.m. on Friday, no team or other activity may practice, rehearse, or meet for more than 8 hours. This time limitation is exclusive of games or performances or other competition events. The District Athletic Director or ~~District-Campus~~ Athletic Coordinator monitors academic qualifications and that students, coaches and advisors are held accountable. In disputed cases, the decision of the Principal will be final.

STUDENT ATHLETIC CODE

It is the desire of the administration and coaching staff of ILTexas that being an athlete will be an integral part of his/her secondary educational experience. Being an ILTexas athlete is a privilege and is one that carries with it many responsibilities. As athletes at ILTexas our young people have a standard to reflect and uphold. That standard is one of positive leadership, character, responsibility, and a competitive spirit. Participation in the educational athletic program and/or TCSAAL or University Interscholastic League contests is not a right, but a privilege. No student is required to take part in athletic contests or activities. Therefore, it is imperative that all students participating in athletics understand the regulations that can be found below while conforming to the rules therein. Student athletes failing to follow these regulations or failing to live up to the ILTexas Student Code of Conduct, Random Student Drug Testing policy and/or the Co-Curricular policy can have athletic participation privileges removed by the supervision coach.

The following regulations will be in effect for all athletes in ILTexas, both on and off the field of play, in order to be eligible to participate in any competitive sport practice or program directly related to improvement in a sport.

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1. The athlete must refrain from the use of profanity or resorting to illegal tactics. Temper fits, flagrant rules violations, etc., will not be tolerated.
2. He/She must learn that both winning and losing are a part of the game and that you have to win or lose with class and emotional maturity.
3. Total Respect for officials is an absolute must; any disrespect from athletes or fans will not be tolerated.
4. Any behavior contrary to the above mentioned or any other act, which is not conducive to good sportsmanship, may result in disciplinary action at the coach's discretion, which may include removal from the contest.

Participation in educational athletics is a privilege, not a right; therefore, there are certain standards which must be maintained.

1. **Uniformity:** Athletes travel quite frequently to other schools, towns, communities, restaurants, etc., as representatives of ILTexas; therefore, they should be groomed in a manner in which our community, school and sponsors will be proud. We expect our athletes to set the example for our school in the area of grooming and personal appearance.
2. **Dress:** The athlete should be neatly dressed and in compliance with all ILTexas, TCSAAL & UIL policies.
 - a. **Hair:** All athletes who represent ILTexas School District, will be properly dressed and hair will be neatly cut per the Student Code of Conduct. No haircuts or hair color (including the use of feathers in any form – clipped, banded, or attached permanently) outside of the TCSAAL/UIL Guidelines or Student Code of Conduct will be allowed for playoffs or any other contests. This includes males bleaching their hair blonde, Mohawks, or cutting numbers/designs in their hair, etc. Long hair must be pulled back out of the student athlete's face during practices and competitions.
 - b. **Jewelry:** No jewelry will be allowed during practices or games (piercings, including new piercings must be removed during practice and games). Not only is this a safety issue, but it is also in accordance with TCSAAL and UIL rules for practice and competition.

DISRESPECT TO A TEACHER OR COACH

Any act of disrespect by a student athlete to his/her teacher, support staff, coach or member of school administration will be handled on an individual basis. Punishment will be up to the discretion of the coach.

THE FOLLOWING RULES APPLY TO ALL ATHLETES AT ALL TIMES:

1. **Tobacco use, drinking of alcoholic beverages and abusive drugs** will not be tolerated in athletics at any time during his/her school career. Punishment will be in accordance with the ILTexas Co-Curricular Contract. Also, ILTexas requires that all participants in athletics for grades 7-12 may undergo random drug testing in accordance with the ILTexas Random Student Drug Testing Policy.
2. **Theft:** Taking things from other players, students, school, etc. will not be tolerated.

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Consequences will be determined on a case-by-case basis and up to coach's discretion.

3. **Hazing/fighting/bullying** or any physical harm to another student may result in consequences including but not limited to a potential loss of athletic privileges. Discipline is up to coach's discretion.
4. Athletes assigned to **ISS (In School Suspension)/ OSS (Off Campus Suspension) or administrative behavioral placements** will lose all extracurricular privileges for each school day served in said placement. Additional consequences for high school student athletes will be left up to the Head Coach's discretion.
5. **School Equipment**: The athlete shall not wear or use school equipment for personal use. Equipment may not be removed from school property without permission from his/her coach. All articles of the school-issued uniform must be returned at the conclusion of the competitive season. The athlete is financially responsible for all equipment checked out to him/her that is either not returned or returned as damaged.
6. **Quitting**: A student/athlete who decides to quit one sport and enter another will be ineligible for participation in another sport until the end of the season for the sport for which he/she has quit, or unless the head coaches of both sports mutually agree to the student/athlete's participation. A student/athlete quitting a sport after the first contest will forfeit any award for that sport.
7. **Practice and Game Regulations**: A coach must be contacted ahead of time if an athlete must miss a practice or game. Missing any type of practice or game will result in an appropriate type of make-up work. No electronic devices or backpacks will be allowed during practices or games.
8. **Parent/Doctor's Notes**: We will accept a parent's note for an athlete to sit out of practice due to an illness/injury for a maximum of three days. After three days a note from a doctor or Athletic Trainer will be required indicating the injury and anticipated inactivity. If after the three days we do not have a doctor's note, the absences will be counted as unexcused absences and consequences will be assessed according to coach's discretion.
9. **School vs. Club Expectations**: All school practices and games will take priority over club practices and games. A student can participate on a select/club team while participating on a school team; however, missing a scheduled school event to participate in a non-school event will count as an unexcused absence. If a student misses one school event/game, they will be suspended the following corresponding number of events/games in middle schools. For this purpose, a tournament will be considered two games. In high school, it is the head coach's discretion.
10. **Travel**: All athletes in Middle School and High School represent the community, school and coaches. All athletes will travel to the competition with their team. High school students will also return on the bus unless an emergency type situation occurs or prior arrangements have been made with the Head Coach. Middle school students will be picked up by their parent/guardian at the site of their in town games.
11. **Tutoring** and any re-tests – all reasonable efforts should be made to schedule these outside of practice time.
12. **Athletic concerns or problems** will be addressed in this order:
 - a. Athlete/coach
 - b. Athlete/parent or guardian/coach
 - c. Athlete/parent or guardian/coach/athletic coordinator
 - d. Athlete/parent or guardian/coach/athletic coordinator/athletic director/principal

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ARRIVAL ON CAMPUS AND PARTICIPATION IN AFTER SCHOOL ACTIVITIES

Students that arrive after 10:00 a.m., even with parental permission, will not be allowed to participate in activities that include contests, dramatic rehearsals and performances, and club activities on that day. Students who arrive after 10:00 because of a doctor's appointment are not subject to this policy. Any student who is at a doctor's appointment will need to bring a note from the doctor when arriving on campus

Athletics is a privilege, not a right. Student athletes are held to higher standards and will be expected to meet all athletic requirements. Therefore, non-compliance with any athletic requests will be subject to disciplinary actions.

LETTER JACKETS AND LETTERS

Students in grades 9-12 have the opportunity to be awarded a letter in Fine Arts, Academics, and Athletics. These are awarded in the fall following the completion of the academic school year. Basic criteria includes citizenship, commitment to the program, and leadership. For the specific requirements of these awards, see the sponsor of the activity in which you wish to receive a letter.

ATHLETIC PARTICIPATION FEE

There is an extra-curricular sports fee of \$25.00, representing a security deposit for the return of equipment and a fee for athletic apparel and equipment, for all student athletes. This fee is only assessed to student-athletes who are selected as a member of any sports team and not a requirement to "try-out" for the team. Student-Athletes are deemed "members" of the team upon entry to the official team roster by the respective coach. This fee is a one-time assessment and in the instance of a student-athlete being selected and participating in multiple sports, the fee will not be assessed for the subsequent sports/teams. Thus, the minimum and maximum yearly fee for any student-athlete will be \$25.00. Application for exemption of paying this fee due to financial hardship will be available to the parent(s) or guardian(s) at the time of the parent meeting.

EXTRA CLUBS AND ORGANIZATIONS

Participation in clubs and organizations is a privilege that allows students the opportunity to develop leadership skills, special talents, and new interests. Participation is a privilege, and therefore, students must meet all of the requirements set forth in this handbook. ILTexas recognizes that the learning process is not confined to the classroom and that school life and social interchange are very important aspects of the educational process. We endeavor to provide a well-balanced extracurricular program. To supplement the basic educational programs and to provide opportunities for students to learn in various school settings, a comprehensive extracurricular activity program is available. Each school activity is organized to accomplish four major goals:

1. School Service: perform various activities to enhance the school's academic function.
2. Community Service: support a community activity in line with the functions of the student group.
3. Fundraising Activities: raise money to carry out defined activities.
4. Social Activities: provide an opportunity for students to socialize through group activities.

Each extracurricular activity should compete on a yearly basis, at least one activity corresponding to the above stated purposes. The following extra-curricular activities may be offered:

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Band
Baseball
Basketball
Choir
Cross Country
Debate
Flag Football
Model UN (GEMUN)
Orchestra
Soccer
Softball
Student Council
Swimming (TBD)
Tennis (TBD)
Track and Field
Volleyball

*In addition, a variety of after school clubs may be offered.

Honor Societies (NJHS and NHS)

Requirements for becoming a member in the National Junior Honor Society (NJHS) in grades 7 and 8 include an average GPA of 95.0 with no grade lower than 90.0. Maintaining membership requires an average of 90.0 ~~and no grade below 85.0.~~

Membership in the National Honor Society is open to any eligible student in grade 10, 11, or 12 who has been enrolled for a minimum period of one semester. Students achieve membership because they are held in the highest regard in all aspects of their student life. To become a member of the Senior National Honor Society students must be enrolled in at least four courses in the core curriculum areas of English, Foreign Language, Social Studies, Mathematics, and Science. Students must earn an overall 92.0 weighted average, ~~with no grade lower than 85.0.~~ Maintaining membership requires an overall 88.0 average. In order to be a member of the National Honor Society students must be outstanding in the areas of Scholarship, Service, Leadership and Character.

The Honor Society Committee (as assigned by the Principal) ultimately will determine those students who have upheld, to the highest degree, the standards that are required. Specific requirements include:

- *Scholarship.* Students must have a minimum of grade A in all academic courses.
- *Leadership.* Students should have demonstrated leadership. It is helpful if students have held a variety of offices with the school and community. These offices should have required the student to demonstrate a variety of skills and abilities.
- *Character.* Students should actively demonstrate the qualities of honesty, responsibility, fairness, courtesy, tolerance and cooperation.

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- *Service.* The student should have made significant contributions to the school, classmates and community. Such contributions should be readily identifiable.

STUDENT COUNCIL

The ILTexas Student Council meets regularly. The student body elects the Student Council that is responsible for organizing social activities on behalf of the students and for determining student needs and opinions on matters affecting them. The Council works closely with both the student body and administration in an effort to build a stronger school community.

GRADING PROGRAM, PROMOTION STANDARDS, GRADUATION REQUIREMENTS

Grading and reporting should focus on student growth and learning in a climate of high expectations. Instructional emphasis should be placed on the accomplishment of defined school goals. Student progress will be assessed every six-weeks, using several rubrics, which include portfolios, verbal assessments and written formats, such as tests and quizzes. Additionally, students will be administered an End of Cycle Assessment (ECA) at the end of each grading period.

OTHERS BEFORE SELF SERVICE LEARNING PROJECT

In order to both teach and highlight our “Others Before Self” motto in theory and action, every student at ILTexas will need to complete an “Others Before Self” service learning project in collaboration with their grade level peers. Further, ILTexas high school students are required to complete a total of 60 service hours by the time they graduate (or 15 hours for every year they attend ILTexas). These credit hours can be completed outside of the school and they can be completed during their class service project. The hours need to be turned in monthly to their counselor using the ILTexas Community Volunteer Service Hours Tracking Sheet.

TEST RETAKES FOR GRADES K-12

Students who earn a grade below 70 on a test are eligible for a retake (with the exception of district benchmarks and high school semester exams). The student may not earn a grade higher than a 70%. The score recorded on the grade book will be the higher of the two. Tests may be retaken only once. Re-takes must be done within 10 instructional days.

LATE WORK FOR GRADES 3-5

All assignments are expected to be turned in on time. If assignments are turned in late, the grade will be affected by the following adjustments:

- On the 1st day of class that the assignment is due, the student will be able to earn a maximum grade of 100%.
- On the 2nd day of class, the student will be able to earn a maximum grade of 90%
- On the 3rd day of class, the student will be able to earn a maximum grade of 70%,

LATE WORK FOR GRADES 6-12

All assignments are expected to be turned in on time. Students who turn in assignments one class period or more after the due date will earn a maximum grade of 70%. Additionally, students who turn in work two or more days after the due date may face further discipline consequences (see table below). Students who attend after-school tutoring or Saturday tutoring may be able to earn grades above the minimum (based on campus principal and instructor discretion).

- On time: Maximum grade of 100%
- One Class Period Late: Maximum grade of 70%

HOMEWORK AND TEST PROCEDURE FOR GRADES 1-12

It is the student's responsibility to turn in homework on the assigned date. When absent, students must obtain the missed assignments and make up the work in accordance with the procedure for excused absences. Please reference ILTexas.org for links to teacher pages for class specific information.

MANDATORY HOMEWORK ACADEMY

Failure is not an option at ILTexas, and our objective is to ensure that every student demonstrates "Mastery of the Material." Students are expected to complete and to turn in their homework or other assignments when they are due. For students in grades 4 and higher, failure to turn in homework will result in the student being required to stay at school that day to complete the assignment. Parents will be contacted by School Messenger that the student will be staying that day to complete the assignment. The details of each campus Homework Academy will be determined at the campus level by the Campus Principal.

MAKING UP WORK FOR EXCUSED ABSENCES

Students who have missed work due to an excused absence have as many class days to make up the work as they were absent. All work assigned before the student absence will be due the day the student returns to class. If a student misses one class, the student will have one additional class day to turn in the assignment.

If a student has missed several days due to an excused absence, parents should contact the teacher to determine a reasonable plan to help their child catch up on missed work. The late work procedure does not apply to an excused absence.

MAKING UP WORK FOR UNEXCUSED ABSENCES

Students with unexcused absences are required to make-up and demonstrate mastery for all missed daily work. Major work may be made up; however, the grade will be no higher than 70%.

PROMOTION STANDARDS

In order for ILTexas students to be promoted to the next grade level, students must demonstrate proficiency in the subject matter of the course or grade level. To earn credit in a course, a student must demonstrate mastery on grade level standards and meet ILTexas' requirements for attendance. For English Language Learners, the Grade Placement Committee (GPC) in consultation with the Language Proficiency Assessment Committee (LPAC) will determine promotion standards. For students with disabilities, the campus ARD/IEP committee will

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determine the promotion status based on mastery of IEP goals and objectives and /or course requirements.

Additionally, the Texas Legislature created The Student Success Initiative (SSI) to ensure that students receive the instruction and support they need to be academically successful in reading and mathematics. Under SSI, students in 5th and 8th grade must pass the STAAR reading and math tests.

ILTexas Promotion standards include (see next page):

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| Grade Level | Promotion Standards |
|-----------------|--|
| KINDER AND 1 | <ul style="list-style-type: none"> • Students must make satisfactory progress (S) towards mastery of at least 70% of the grade level TEKS delineated on the report card. • Students must have sufficient attendance* |
| 2 | <ul style="list-style-type: none"> • Students must pass High Frequency Word Test – Recognizing and reading words that appear very often in written and spoken language. • State requirement of overall yearly average of 70 or above and local requirement of an average of 70 or above in reading/language arts, mathematics, and science or social studies. • Students must have sufficient attendance* |
| 3, 4 AND 5 | <ul style="list-style-type: none"> • Students must pass STAAR (State of Texas Assessment of Academic Readiness) in reading and math. If STAAR is not mastered, the campus GPC may take into consideration locally developed assessments that assess the same TEKS measured on STAAR. • State requirement of overall yearly average of 70 or above and local requirement of an average of 70 or above in reading, other language arts, mathematics, and science or social studies. • Students must have sufficient attendance* |
| 6, 7 AND 8 | <ul style="list-style-type: none"> • Students must pass STAAR in reading and math. • A student who fails (under 70% average) two (2) or more core classes may not advance to the next grade. • If the above criteria is not met, the campus GPC may take into consideration locally developed assessments that assess the same TEKS measured on STAAR. • Students must have sufficient attendance* |
| 9 – 12 | <ul style="list-style-type: none"> • Students are promoted based on their total accumulated course credits prior to the beginning of the next school year. • Individual course credit is earned through a passing grade of 70% or above and sufficient attendance* |

*Sufficient attendance: A student’s total number of absences should not exceed 10% of class meetings from the date of enrollment.

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GPA EXEMPT COURSES

All courses taken during the regular school year at ILTexas shall count toward GPA except for the following: aide positions, study hall, peer tutoring, college credits that are not dual credits credit by examination credits, & SAT prep class.

CALCULATION OF WEIGHTED GPA

Weightings are based on the following scale:

| | |
|--------------------------------------|-------------|
| <i>Advance Placement/Dual Credit</i> | <i>1.15</i> |
| <i>Honors/Pre-AP</i> | <i>1.1</i> |
| <i>All other courses</i> | <i>1</i> |

VALEDICTORIAN AND SALUTATORIAN REQUIREMENTS

Graduating seniors with the highest and second highest cumulative weighted grade point average as determined at the end of the spring semester of the grading period senior year and carried out three decimal places, will be eligible to serve as the Valedictorian and Salutatorian respectively. In the event of a tie for Valedictorian, the student with the highest number of AP and Dual Credit classes taken shall be declared the Valedictorian. If still tied, the person with the highest SAT score will be designated Valedictorian. All courses and corresponding numeric grades earned to determine GPA must not be modified in content and must be identified by the state as a regular, honors, and/or AP course in order to qualify for Valedictorian and Salutatorian.

Each ILTexas High School shall have a Valedictorian and Salutatorian. Candidates shall be in attendance at the awarding High School continuously, commencing with enrollment no later than the first day of the second six-week grading period of the student's junior year until graduation. The Valedictorian shall be the eligible graduate with the highest GPA; the Salutatorian shall be the eligible graduate with the second highest GPA.

ILTexas will identify the top 10% as required by law.

INTERNAL COMMUNICATION OF RANK

~~Ranks will be communicated to students and their families who are in the top 25% at the end of sophomore year, end of junior year, and end of every semester of the senior year. For those below the top 25%, students and their families will be told what quartile they are in at the end of sophomore year, end of junior year, and end of every semester senior year.~~

EXTERNAL COMMUNICATION OF RANK

~~Each campus at ILTexas will communicate rank by doing the following:~~

- ~~Eliminate the rank field on the transcript (this will also eliminate class size, quartile, and class rank date fields)~~
- ~~Communication of rank will only be shown on counselor reports in the form of a standardized letter/report. In addition to sending the standardized letter/report, reports can also be in the form of a secondary school report, mid year report, and final year report~~

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- ~~For students in the top 25%, counselors will note student as Valedictorian, Salutatorian, “Top 10%” or “Top 25%”~~
- ~~For students who are not in top 25%, counselors will note “not ranked by International Leadership of Texas” if asked to provide rank by college~~

Grade distribution and weighting methodology will be shown on the school profile that is sent out with each transcript.

GRADING SYSTEM AND GRADE REPORTING

KINDERGARTEN AND 1ST GRADE STANDARD BASED REPORT CARDS

- E- Excellent** Progress towards mastering standard
- S - Satisfactory** Progress towards mastering standard
- N - Needs Support**
- U- Unsatisfactory** progress towards mastering standard
- M- Met** Standard

EVALUATION OF CREDITS FOR TRANSFER STUDENTS

ILTexas accepts credits from other schools accredited by the State of Texas and accredited schools from other states. Courses will be evaluated by a counselor to determine if the course meets the requirements for graduation from a Texas high school, as well as from ILTexas. All transfer grades earned in accredited schools will be converted to ILTexas grading scale and course designation consistent with ILTexas standards (though only courses taken at ILTexas count towards GPA class rank). Only a “P” (pass) will be designated for credits earned through home school or non-accredited schools.

EVALUATION OF FOREIGN TRANSCRIPTS

A transfer student who has been attending a non-US affiliated foreign school should have his/her transcript evaluated for appropriate placement at an ILTexas high school by the Principal or his/her designee. In most cases the student will not be placed higher than the eleventh grade and no more than eight credits will be awarded per school year.

Although credit will be given for appropriate, comparable courses passed, grade points and grades will not be awarded for courses from non-US affiliated foreign schools. Only a “P” (pass) will be designated for credits earned in foreign schools that are non-US affiliated.

GRADE CONVERSION FOR TRANSCRIPTS WITH LETTER GRADES

Conversion of letter grades to numerical grades for students transferring in with letter grades from accredited schools will be based on numerical equivalents (reminder: only courses taken at ILTexas count towards GPS/class rank). Conversion of out-of-country students’ grade equivalency will be determined by evaluation of the students’ transcripts. A plus or a minus attached to a letter grade shall be converted as follows:

| | | |
|-----------------------|-----------------------|---------------------|
| A+ = 98 | B+ = 88 | C+ = 78 |
| A = 95 | B = 85 | C = 75 |
| A - = 92 0 | B - = 82 0 | D = 72 0 |
| F = 69 | | |

Student academic evaluation is achieved through the use of a grading system. An average grade of 70 is required for successful completion of a course. The grading system of ILTexas shall be in accordance with the following scale:

| <u>On 100 Scale:</u> | <u>On 4.0 Scale</u> |
|----------------------|--|
| A 90 – 100 | 4.0 |
| B 80 – 89 | 3.0 |
| C 70 – 79 | 2.0 |
| *D 70 | 1.0 (for transfer of grades from dual credit courses) |
| F 69 and below | 0.0 |

To earn credit in a course, a student must receive a grade of 70 or higher based upon specific course or campus standards and meet minimum attendance requirements. Guidelines for grading must be in compliance with district policy and shall be communicated to students and parents upon the student's enrollment.

SEMESTER AVERAGE

85% Average of the three grading periods

15% End of semester exam

SIX WEEKS AVERAGES AND WEIGHTING OF GRADES

- Students will have a minimum of three grades per week per subject entered into the gradebook.
- Students will have a minimum of three ~~(Board approved change on 8/24/16)~~ exam or major project grades per grading cycle entered into the gradebook.
- Quizzes shall be weighted as exams

K-2: Exams and Major Projects- 50%, Daily Assignments and Homework – 50%

3-5: Exams and Major Projects- 50%, Daily Assignments and Homework – 50%

6-8: Exams and Major Projects- 50%, Daily Assignments and Homework – 50%

9-12: Exams and Major Projects- 50%, Daily Assignments and Homework – 50%

One-half credit may be earned in one semester. Students who fail either semester of a yearlong course may be permitted to continue the course and by cumulative grade average of 70 or higher for both semesters to receive credit for both semesters. Grades from correspondence courses, credit by exam, summer school, online courses, dual credit courses or credit recovery may be averaged with regular session semester grades to earn credit for both semesters of a yearlong course.

END OF COURSE EXAMS

END-OF-COURSE (EOC'S) REQUIRED FOR GRADUATION

- English I (reading and writing on a single test and given one score)
 - English II (reading and writing on a single test and given one score)
 - *English III
 - Algebra I
 - *Algebra II
 - US History
 - Biology
- *Not a state requirement, nor an FSP graduation requirement. However, an ILTexas requirement**

Individual Graduation Committee Decisions

A student who was enrolled in the 11th or 12th grade for the 2014–2015, 2015–2016, or 2016–2017 school year and who has failed the EOC assessment graduation requirements for no more than two courses may receive a high school diploma if the student has qualified to graduate by means of an individual graduation committee (“IGC”). A student may not graduate under an IGC if the student did not take each required EOC assessment or an approved substitute assessment for each course for which there is an EOC assessment.

Please see the Principal for more information on the makeup of an IGC and all other requirements for graduation.

PERFORMANCE LABELS

The labels for the performance categories are

- ~~Level III: Advanced Academic Performance~~
- ~~Level II: Satisfactory Academic Performance~~
- ~~Level I: Unsatisfactory Academic Performance~~

| Current PLD | Current Public Label | New PLD/Public Label |
|------------------|------------------------|------------------------|
| Level 1 | → Unsatisfactory | → Does Not Meet |
| Phase-In Level 2 | → Satisfactory | → Approaching |
| Final Level 2 | → Postsecondary Ready* | → Meets |
| Level 3 | → Advanced | → Masters |

ACCELERATED INSTRUCTION

Accelerated instruction will be provided for all students that fail to meet the Level 2: Satisfactory Standard on any end-of-course (EOC) exam. Parents and students will receive information in regards to Accelerated Instruction if they are deficient in any EOC tested area. According to state law, Accelerated Instruction may require participation before or after normal school hours and may include participation at times of the year outside of normal school operations.

For the Class of 2018 and beyond

When the 83rd Texas Legislature passed House Bill 5 into law, high school graduation plans changed for all students who enter high school during the 2014-15 school year and thereafter. The bill provides more flexibility for high school students to pursue either higher education or a career. Generally speaking, House Bill 5 established a single graduation plan, the Foundation High School Program (FHSP). Students will also have the opportunity to build on the FHSP by earning Endorsements, Performance Acknowledgements, and a Distinguished Level of Achievement. Students will need to declare their preferred endorsement area, in writing, by the beginning of their 9th grade year. Students will be able to change their endorsement at any time. An endorsement is basically an opportunity for students to select a “major” during their high school career.

The endorsement areas are:

- Arts & Humanities
- Business & Industry
- Multidisciplinary
- Public Service
- Science, Technology, Engineering & Math (STEM)

NOTE: To earn the STEM endorsement students MUST take Algebra II, Chemistry & Physics in concert with other Foundation + Endorsement Program requirements

ILTexas offers courses to meet endorsements in all areas. There are specific course requirements in the foundation curriculum based on the Endorsement selected.

ADDITIONAL INFORMATION REGARDING THE FHSP AND GRADUATION PLANS FOR STUDENTS ENTERING GRADE 9 PRIOR TO THE 2014–2015 SCHOOL YEAR MAY BE OBTAINED FROM THE PRINCIPAL.

ILTEXAS HIGH SCHOOL ACADEMICS

GRADE CLASSIFICATION

The following standards apply to grade classification. Standing is determined at the start of each school year. Classification is for the complete school year.

CORE CLASSIFICATION

Four English: I, II, III, IV, and/or other approved English course

Four Math: Algebra I, Algebra II, Geometry, and/or other approved Math course

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Four Science: Biology, Environmental Systems/Scientific Research and Design, Chemistry, Physics, and/or other approved Science course

Four Social Studies: World Geography, World History, US History, Gov't/Eco, and/or other approved Social Studies course

FRESHMAN

A student entering high school for the first time or having fewer than six credits.

TO BECOME A SOPHOMORE

A student who has earned a minimum of 6 credits with 3 of the 6 earned in Core courses will be classified as a sophomore. Min. of 6 total credits: 3 credits earned from any of the following courses:

- English I
- Algebra I
- Biology
- World Geography or other required social studies

TO BECOME A JUNIOR

A student who has earned a minimum of 12 credits with 6 of the 12 earned in Core courses will be classified as a junior.

Min. of 12 total credits: 6 credits from any of the following courses:

- English I, II
- Algebra I, Algebra II, Geometry or other required math course
- Biology, Chemistry, Physics, or other approved Science course
- World Geography, World History or other required social studies course

TO BECOME A SENIOR

A student who has earned a minimum of 18 credits with 10 of the 18 in Core courses and who is enrolled in a program that will allow for graduation will be classified as a senior.

Min. of 18 total credits: 10 credits from any of the following courses:

- English I, II, III
- Algebra I, Algebra II, Geometry or other required math course
- Biology, Chemistry, Environmental Systems, Physics, or other required science course
- World Geography, World History, US History, or other required social studies course.

Students that are enrolled in the correct number of credits to graduate in the current school year may also be classified as a senior with principal approval.

CLASS LOADS

ILTexas high schools have 10 period block schedules. All students must be enrolled in all 10 classes, unless they are participating in the dual credit program or a qualifying internship.

CREDIT BY EXAM (CBE) FOR ACCELERATION

ILTexas uses examinations and guidelines established by the State Board of Education to offer credit and acceleration by exam. Credit by examination may not be available for courses that require students to successfully complete an end-of-course exam.

If a Student has Prior Instruction

A student in grades 6–12 who has previously taken a course or subject (but did not receive credit for it) may, in circumstances determined by the Principal or designee, be permitted to earn credit by passing an exam on the essential knowledge and skills defined for the course or subject. To receive credit, a student must score at least 70% on the exam.

The Attendance Review Committee may also offer a student with excessive absences an opportunity to receive credit for a course by passing an exam.

If a Student ~~has~~Has Not Taken the Course

A student will be permitted to take an exam to earn credit for an academic course or subject area for which the student has had no prior instruction or to accelerate to the next grade level. The exams offered by ILTexas are approved by the Board of Directors. The dates on which exams are scheduled during the ~~2015-2016~~academic year will be published in an appropriate school publication and on the ILTexas website.

A student in grade 6 or above will earn course credit with a passing score of at least 80 on the exam, or a score designated by the state for an exam that has alternate scoring standards. A student may take an exam to earn course credit no more than twice. If a student fails to achieve the designated score on the approved exam before the beginning of the school year in which the student would need to enroll in the course according to the school's course sequence, the student must complete the course.

If a student plans to take an exam, the student (or parent) must register with the Principal no later than 30 days prior to the scheduled testing date. ILTexas will not honor a request by a parent to administer a test on a date other than the published dates. If ILTexas agrees to administer a test other than the one chosen by the school, the student's parent will be responsible for the cost of the exam.

CREDIT RECOVERY GUIDELINES

The goal of the ILTexas Credit Recovery Program is to assist students deficient in credits. It is the responsibility of each student to be aware of their progress toward a diploma and to take full advantage of the assistance available. Please contact the individual campus for additional information. ILTexas utilizes the Plato/Edmentum courseware to assist with credit recovery.

High school students who fail a course may recover credit through the following options:

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1. Correspondence
2. Credit by Examination
3. Summer School
4. On-line courses
5. Dual-credit
6. Repeating the class during the school day
7. Credit Recovery class scheduled before or after school

SUMMER SCHOOL

| | |
|--|--|
| Course Fees | Course fees will not exceed \$200 per course |
| Purposes | * Credit Recovery for high school students, and * Initial Credit (pending counselor and administrator approval) |
| State Required Summer School (No Fee) | |
| * ESY (Extended School Year) for special education students who may qualify * Accelerated instruction for all high school students who must re-take End of Course (EOC) assessments | |

The following information pertains to all grade levels:

- Any cost associated with any Credit Recovery or courses for acceleration outside of the school day will be the responsibility of the student and parent.
- Course progress will be checked weekly and good attendance and effort must be evident or the student may be dismissed from the credit recovery class with no refund.
- For dual credit courses, transportation to and from the college campus either outside of the school day or during the school day will be the responsibility of the student and parent.
- Seniors planning to participate in graduation must provide proof of credit earned and recorded at least seven school days before graduation. All other students must provide proof of credit prior to the start of the following school year in order to receive credit that would result in promotion to the next grade level. Reclassification is only done each year prior to the start of school except when students are classified as juniors who are enrolled in courses for the second semester that would enable them to graduate if completed successfully will be reclassified as seniors at mid-term. Students must seek prior approval from appropriate campus staff before enrolling in any of the credit recovery options.
- Students should refer to existing guidelines for details regarding Correspondence, Credit by Exam, Dual-Credit, Summer School and On-line Courses.
- Final decisions regarding placement in credit recovery rest with the campus principal.

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Secondary Language Programing for Grades 6-12

Languages Other Than English

The LOTE courses offered at the International Leadership of Texas are Spanish and Mandarin Chinese.

The language courses concentrate on developing the Novice to Advanced High skills of listening, speaking, reading, and writing. The proficiency level objectives are based on the scale of the American Council of Teachers of Foreign Languages (ACTFL) and the TEKS and 5 Cs form the core of the standards-based instruction in the LOTE classroom.

Students will need to consult with their perspective college or university's admissions office to determine the language requirements for admission.

Language Performance:

A student may earn Arts & Humanities and Multidisciplinary Studies Endorsements by completing foundation and general endorsement requirements.

A student may earn a Performance Acknowledgement in Bilingualism and Bileracy for outstanding performance on an AP Spanish, AP Chinese exam or AAPPL assessment by completing the distinguished level of achievement requirements.



What's my proficiency level?

| Basic User | Independent User | Proficient User |
|---|--|---|
| Parrot NOVICE LOW • Can give lists • Uses only memorized phrases • Occasional short sentences <i>How can I jump a level?</i> • Combine your words and phrases into full sentences. • Practice asking questions. • Keep learning new words. | Survivor NOVICE HIGH • Speaks in phrases • Speech is still limited to memorized material • Can ask for and give simple directions INTERMEDIATE LOW • Speaks in complete sentences • Can hold simple conversations about everyday topics • Can ask and answer questions on familiar topics INTERMEDIATE MID • Can create with language using some memorized phrases • Created language is mostly related to self • Can handle a simple situation or transaction • Can create my own questions and answer someone else's INTERMEDIATE HIGH • Can use language to do a task that requires multiple steps • Can handle a situation that may have a complication • Can present a point of view with reasons to support • Ask and answer variety of questions • Can tell a story in the past, present and future with errors <i>How can I jump a level?</i> • Speak in more full sentences. • Keep the conversation going by asking follow up questions. • Keep learning new words. • Talk around words that you don't know. • Practice talking about past events. | Reporter ADVANCED LOW • Can participate in most informal and some formal conversations • Narrates and describes in paragraphs • Can rephrase and describe unfamiliar words • Speech may be somewhat irregular, strained, and tentative • Can convey intended message without confusion • Can narrate a story in the past, present, and future <i>How can I jump a level?</i> • Work on supporting your opinion. • Try to speak with fewer hesitations. • Add more details to explain complex matters. • Practice discussing more advanced topics, like politics and abstract topics. |
| | | Advanced High ADVANCED MID • Narrates and describes in the past, present, and future with few errors • Communicates well about concrete topics, especially familiar topics • Can handle an unexpected turn of events ADVANCED HIGH • Can communicate with ease about a variety of topics • Does better discussing concrete rather than abstract topics • Can paraphrase and describe words to compensate for unknown vocabulary |

*Based on 2012 ACTFL Proficiency Guidelines

ILTexas LOTE 6-8 Spanish and Chinese PEIMS codes and Equivalence Numbers

The following are the ILTexas approved course names that will be used for scheduling and placement purposes. Each campus is to consult the following lists and the ILTexas Trilingual Trajectory.

| <u>Middle School Course Names</u> Pre-AP = ∴ | PEIMS Code *HS code | Skyward Curriculum Key | TEKS Equivalence Number | End of Course ACTFL / TEA Proficiency Expectations / Goals | Credits |
|---|----------------------------|------------------------|-------------------------|--|---------|
| Spanish Novice A ∴ | 3443000 | SPANNAMS | 1 | NM - NH | 1 |
| Spanish Novice B ∴ | 3443100 | SPANNBMS | 2 | NH - IL | 1 |
| Spanish Intermediate A ∴ | 3443200 | SPANIAMS | 3 | IL - IM | 1 |
| Spanish Intermediate B ∴ | 3443300 | SPANIBMS | 4 | IM - IH | 1 |
| Spanish Advanced A ∴ | 3440500 * | SPANAAMS | 5 | IH - AH | 1 |
| Spanish Advanced B ∴ | 3440600 * | SPANABMS | 6 | AM - AH | 1 |

| <u>Middle School Course Names</u> Pre-AP = ∴ | PEIMS Code | Skyward Curriculum Key | TEKS Equivalence Number | End of Course ACTFL / TEA Proficiency Expectations / Goals | Credits |
|--|------------|------------------------|-------------------------|--|---------|
| Chinese Novice A ∴ | 3493000 | CHINAMS | 1 | NM - NH | 1 |
| Chinese Novice B ∴ | 3493100 | CHINBMS | 2 | NH - IL | 1 |
| Chinese Intermediate A 8 th -grade (last year to be offered under this name 16-17) ∴ | 3493200 | CHINSMS | 3 | IL - IM | 1 |

| <u>Middle School Course Names</u> ALL Pre-AP | PEIMS Code *HS code | Skyward Curriculum Key | Equivalence Number | End of Course ACTFL / TEA Proficiency Expectations | Credits |
|---|----------------------------|------------------------|--------------------|--|---------|
| Spanish Novice A | 3443000 | SPANNAMS | 1 | NM - NH | 0 |
| Spanish Novice B | 3443100 | SPANNBMS | 2 | NH - IL | 0 |
| Spanish Intermediate A | 3443200 | SPANIAMS | 3 | IL - IM | 0 |
| Spanish Intermediate B | 3443300 | SPANIBMS | 4 | IM - IH | 0 |
| Spanish Advanced A | 3440500 * | SPANAAMS | 5 | IH - AM | 1 |
| Spanish Advanced B | 3440600 * | SPANABMS | 6 | AM - AH | 1 |

| <u>Middle School Course Names</u> ALL Pre-AP | PEIMS Code | Skyward Curriculum Key | Equivalence Number | End of Course ACTFL / TEA Proficiency | Credits |
|---|------------|------------------------|--------------------|---------------------------------------|---------|
|---|------------|------------------------|--------------------|---------------------------------------|---------|

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| Expectations | | | | | |
|------------------------|---------|---------|---|---------|---|
| Chinese Novice A | 3493000 | CHINAMS | 1 | NM - NH | 0 |
| Chinese Novice B | 3493100 | CHINBMS | 2 | NH - IL | 0 |
| Chinese Intermediate A | 3493200 | CHIIAMS | 3 | IL - IM | 0 |
| Chinese Intermediate B | 3493300 | CHIBMS | 4 | IM - IH | 0 |

ILTexas LOTE 9-12 Spanish and Chinese PEIMS codes and Equivalence Numbers

The following are the ILTexas approved course names that will be used for scheduling and placement purposes. Each campus is to consult the following lists and the ILTexas Trilingual Trajectory.

| High School Course Names ALL Pre-AP | PEIMS Code | Skyward Curriculum Key | Equivalence Number | End of Course ACTFL / TEA Proficiency Expectations | Credits |
|--|------------|------------------------|--------------------|--|---------|
| Spanish Novice A | 3440100 | SPANNA | 1 | NM - NH | 1 |
| Spanish Novice B | 3440200 | SPANNB | 2 | NH - IL | 1 |
| Spanish Intermediate A | 3440300 | SPANIA | 3 | IL - IM | 1 |
| Spanish Intermediate B | 3440400 | SPANIB | 4 | IM - IH | 1 |
| Spanish Advanced A | 3440500 | SPANAA | 5 | IH - AM | 1 |
| Spanish Advanced B | 3440600 | SPANAB | 6 | AM - AH | 1 |
| Spanish AP Language & Culture | A3440100 | APSPANLA | 7 - AP | AH + | 1 |
| Spanish AP Literature & Culture | A3440200 | APSPANLIT | 7 - AP | AH + | 1 |
| Spanish AP Literature & Culture - B | 3440800 | SPANLITB | 7 | AH + | 1 |
| The Art of Interpretation & Translation Services (Spanish) | 3240200 | SPANINTR | 7 | AH + | 0.5 |
| Career Exploration & Application of Spanish | 3240300 | SPANEXAP | 7 | AH + | 0.5 |
| Community Internship (Spanish) | -- | SPAINT | 7 | AH+ | 1 |

| High School Course Names ALL Pre-AP | PEIMS Code | Skyward Curriculum Key | Equivalence Number | End of Course ACTFL / TEA Proficiency Expectations | Credits |
|--|------------|------------------------|--------------------|--|---------|
| Chinese Novice A | 3490100 | CHINA | 1 | NM - NH | 1 |
| Chinese Novice B | 3490200 | CHINB | 2 | NH - IL | 1 |
| Chinese Intermediate A | 3490300 | CHIIA | 3 | IL - IM | 1 |
| Chinese Intermediate B | 3490400 | CHIIB | 4 | IM - IH | 1 |
| Chinese Advanced A | 3490500 | APCHINLA | 5 | IH - AL | 1 |
| Chinese AP Language & Culture | A3490400 | CHIINTR | 7 - AP | IH AL AM | 1 |
| The Art of Interpretation & Translation Services (Chinese) | 3240200 | CHIEXP | 7 | AH + | 0.5 |
| Career Exploration & Application of Chinese | 3240300 | CHININT | 7 | AH + | 0.5 |
| Community Internship (Chinese) | -- | | 7 | AH+ | 1 |

ILTexas LOTE 9-12 Spanish and Chinese PEIMS codes and Equivalence Numbers

The following are the ILTexas approved course names that will be used for scheduling and placement purposes. Each campus is to consult the following lists and the ILTexas Trilingual Trajectory.

| High School Course Names Pre-AP = ∴ | PEIMS Code | Skyward Curriculum Key | TEKS Equivalence Number | End of Course ACTFL / TEA Proficiency Expectations/Goals | Credits |
|--|------------|------------------------|-------------------------|--|---------|
| Spanish Novice A ∴ | 3440100 | SPANNA | 1 | NM - NH | 1 |
| Spanish Novice B ∴ | 3440200 | SPANNB | 2 | NH - IL | 1 |
| Spanish Intermediate A ∴ | 3440300 | SPANIA | 3 | IL - IM | 1 |
| Spanish Intermediate B ∴ | 3440400 | SPANIB | 4 | IM - IH | 1 |
| Spanish Advanced A ∴ | 3440500 | SPANAA | 5 | IH - AH | 1 |
| Spanish Advanced B ∴ | 3440600 | SPANAB | 6 | AM - AH | 1 |
| Spanish AP Language & Culture | A3440100 | APSPANLA | 7 – AP | AH + | 1 |
| Spanish AP Literature & Culture | A3440200 | APSPANLIT | 7 – AP | AH + | 1 |
| Spanish AP Literature & Culture–B ∴ | 3440800 | SPANLITB | 7 | AH + | 1 |
| The Art of Interpretation & Translation Services (Spanish) | 84600100 | SPANINTR | 7 | AH + | 0.5 |
| Career Exploration & Application of Spanish | 84600300 | SPANEXAP | 7 | AH + | 0.5 |

| High School Course Names Pre-AP = ∴ | PEIMS Code | Skyward Curriculum Key | TEKS Equivalence Number | End of Course ACTFL / TEA Proficiency Expectations/Goals | Credits |
|--|------------|------------------------|-------------------------|--|---------|
| Chinese Novice A ∴ | 3490100 | CHINA | 1 | NM - NH | 1 |
| Chinese Novice B ∴ | 3490200 | CHINB | 2 | NH - IL | 1 |
| Chinese Intermediate A ∴ | 3490300 | CHIIA | 3 | IL - IM | 1 |
| Chinese Intermediate B ∴ | 3490400 | CHIIB | 4 | IM - IH | 1 |

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|---|----------|--------------|--------|----------|-----|
| Chinese AP Language & Culture | A3490400 | APCHINL A | 7 – AP | IH AL AM | 1 |
| The Art of Interpretation & Translation Services (Chinese) | 84600200 | CHIINTR | 7 | AH + | 0.5 |
| Career Exploration & Application of Chinese | 84600400 | CHIEXP | 7 | AH + | 0.5 |

ILTEXAS STUDENT GRADUATE PROFILE

| Content Area | Credits | Courses |
|--|--------------------|--|
| English | 4 | English I, II, III, IV, or approved alternate courses |
| Math | 4 | Algebra I, Geometry, Algebra II, plus an additional math course or approved alternate courses |
| Science | 4 | Biology, Environmental Science/ Scientific Research and Design , Chemistry, Physics or approved alternate courses |
| Social Studies | 4 | World Geography, US History , World History, US History , Government/Economics, or approved alternate courses |
| Spanish Language | 4 | See Trajectory Chart Above |
| Chinese Language | 4 | See Trajectory Chart Above |
| Physical Education | 4 | Athletic Conditioning Physical Fitness I, II, III, IV, or approved alternate —courses |
| Communications | 1/2 N/A | Demonstrated Proficiency Communication Applications, or approved alternate courses |
| Fine Arts | 1 | Choir, Band, Orchestra, Dance, Theater , or approved alternate courses |
| Additional Electives Technology | 4 5 | Additional Math courses, Technology courses, or approved courses of the students choosing may satisfy the elective requirement. Robotics, Computer Science I, Computer Science II, AP Computer Science, or approved alternate courses |
| Additional Electives | 3 1/2 | Additional Math courses, Technology courses, or approved courses of the students choosing may satisfy the elective requirement. |

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*At Principal's discretion, ILTexas may also honor the graduation requirements set forth by the Texas Education Agency:

<http://tea.texas.gov/WorkArea/DownloadAsset.aspx?id=2147509385>

HEALTH INFORMATION

DRUG-FREE SCHOOL

ILTexas is a drug-free environment. All students are prohibited from the possession, use, sale, distribution, transmittal; or attempt to possess, use, sell, distribute, transmit; or being under the influence of a controlled substance or dangerous drug (as defined by law) or alcohol or any alcoholic beverage, or any volatile chemical substance, or any intoxicant or behavior-altering drug on school premises or off school premises at a school-related activity, function, or event. In accordance with the Student Code of Conduct, students may be disciplined for any alcohol and drug related offenses. All individuals will be referred to appropriate law enforcement officials for criminal prosecution.

TOBACCO-FREE SCHOOL NOTICE

Smoking (including electronic cigarettes, cigars, and pipes) and using tobacco products is prohibited in school buildings, vehicles, or on or near school property, or at school-related or school-sanctioned events off school property. Students may not possess tobacco products at any of the locations or activities listed above. Student violators are subject to possible prosecution, as allowed by law, as well as the disciplinary terms of the Student Code of Conduct.

ASBESTOS MANAGEMENT PLAN

All school facilities have been inspected for asbestos by a licensed Asbestos Hazard Emergency Response Act ("AHERA") inspector. An Asbestos Management Plan has been created for each ILTexas campus in accordance with federal regulations. Parents may view the Asbestos Management Plan by contacting the Principal. Copies of the management plan are also available at a reasonable charge.

BACTERIAL MENINGITIS INFORMATION

State law requires ILTexas to provide the following information:

What is bacterial meningitis?

Meningitis is an inflammation of the membranes that surround the brain and spinal cord. Meningitis can be caused by viruses, parasites, fungi and bacteria. Viral meningitis is common and most people recover fully. Parasitic and fungal meningitis are very rare. However, bacterial meningitis is very serious and may involve complicated medical, surgical, pharmaceutical and life support management.

What are the symptoms of bacterial meningitis?

Someone with meningitis will become very ill. The illness may develop over one or two days, but it can also rapidly progress in a matter of hours. Not everyone with meningitis will have the same symptoms.

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Children (over two years old) and adults with bacterial meningitis commonly have a severe headache, high fever, and neck stiffness. Other symptoms might include nausea, vomiting, seizures, discomfort looking into bright lights, confusion and sleepiness and lethargy. In both children and adults, there may be a rash of tiny, red-purple spots or purple patches on the skin. These can occur anywhere on the body. The more symptoms, the higher the risk, so when these symptoms appear seek immediate medical attention.

The diagnosis of bacterial meningitis is based on a combination of symptoms and laboratory results.

How serious is bacterial meningitis?

Bacterial meningitis is a serious, potentially deadly disease that can progress extremely fast. If it is diagnosed early and treated promptly, the majority of people make a complete recovery. However, in some cases it can be fatal or a person may be left with permanent severe health problems or disability.

How is bacterial meningitis spread?

Fortunately, none of the bacteria that cause meningitis are as contagious as diseases like the common cold or the flu, and they are not spread by casual contact or by simply breathing the air where a person with meningitis has been. They are spread when people exchange saliva (such as by kissing, or by sharing drinking containers, food, utensils, cigarettes, toothbrushes, etc.) or come in contact with respiratory or throat secretions (such as by coughing or sneezing).

The germ does not cause meningitis in most people. Instead, most people become carriers of the germ for days, weeks, or even months. The bacteria rarely overcome the body's immune system and cause meningitis or another serious illness.

How can bacterial meningitis be prevented?

Maintaining healthy habits, like getting plenty of rest, can help prevent infection. Using good health practices such as covering your mouth and nose when coughing and sneezing and washing your hands frequently with soap and water can also help stop the spread of the bacteria. It's a good idea not to share food, drinks, utensils, toothbrushes, or cigarettes. Limit the number of persons you kiss.

There are vaccines available to offer protection from some of the bacteria that can cause bacterial meningitis.* The vaccines are safe and effective (85–90 percent). They can cause mild side effects, such as redness and pain at the injection site lasting up to two days. Immunity develops within seven to ten days after the vaccine is given and lasts for from three to five years.

* Please note that the Texas Department of State Health Services (“TDSHS”) requires at least one meningococcal vaccination for grades 7 through 12, and state guidelines recommend this vaccination be administered between age 11 and 12, with a booster dose at 16 years of age. Also note that entering college students must show, with limited exception, evidence of receiving a bacterial meningitis vaccination within the five-year period prior to enrolling in and taking courses at an institution of higher education. Please see the school nurse for more information, as this may affect a student who wishes to enroll in a dual credit course taken off campus.

What should you do if you think you or a friend might have bacterial meningitis?

You should seek prompt medical attention.

Where can you get more information?

Your family doctor and the staff at your local or regional health department office are excellent sources for information on all communicable diseases. You may also call your local health department or Regional Texas Department of Health office to ask about meningococcal vaccine. Additional information may also be found at the web sites for the Centers for Disease Control and Prevention: www.cdc.gov and the Texas Department of State Health Services (“DSHS”): <https://www.dshs.tx.us/idcu/disease/meningitis/>.

DISPENSING OF PRESCRIPTION MEDICATIONS AT SCHOOL

~~International Leadership of Texas~~ILTexas recognizes medication orders provided by health-care professionals (MD, DO, DDS, APN, PA, etc.) that are licensed by the State of Texas and have authority to write prescriptions.

Medication must be filled by a pharmacist licensed by the State of Texas. **In accordance with the Texas Board of Nursing's Nurse Practice Act, ILTexas will not administer medications prescribed or ~~fu~~filled in Mexico.**

All prescriptions MUST be in the ORIGINAL and be properly labeled container. Prescription labels must include the student's name, name of medication, date filled, dosage, how the medication is administered, time/or frequency to give the medication, and physician's name printed on the bottle. All prescriptions shall be accompanied by a "Permission to Administer" form and signed by the parent. It must state the instructions as the prescription label and must and include the parent's daytime phone numbers. Permission forms are available through the clinic and are active for one school year. If a prescription changes, the parent/guardian must complete a new permission form.

- Parents should deliver medications to the clinic or nurse's office for their children. Please do not send medications to school with the student.
- Paperwork must be completed and signed by the parent/guardian and prescribing physician.
- Students K-5 should NEVER have any medications in the backpacks, purses, or on themselves.
- Medication will be secured, stored and administered only in the nurse's office.

DISPENSING OF OVER-THE-COUNTER (OTC)/NON-PRESCRIPTION MEDICATIONS AT SCHOOL

International Leadership of Texas does not provide OTC (Over-the-counter) or prescription medication for students.

Medication packaged as a physician's sample or OTC must be provided by the parent/guardian and accompanied by a written, signed prescription by the doctor, including all information listed above. Prescription and OTC medications will only be given if the parent's and physician's current phone numbers are on file in the nurse's office.

Non-prescription medication must be provided by the parent or guardian labeled with the students' name and in the original manufacturer's container. OTC medications will be kept in the nurse's office ONLY if a medication administration form signed by the prescribing physician is provided.

NO aspirin will be given to students. Herbal, experimental, trial or medications not approved by the FDA will not be administered to students, unless the medication is required by the student's Individualized Education Program ("IEP") or Section 504 plan for a student with disabilities.

The nurse keeps no medications of any kind in stock.

Any student found taking medication or giving medication to another student will be subject to school disciplinary action per the Student Code of Conduct.

ASTHMA AND ANAPHYLAXIS MEDICATIONS

Asthma and anaphylaxis are life-threatening conditions, and students with those conditions are entitled to possess and self-administer prescription medication while on school property or at school-related events. Student possession and self-administration of asthma or anaphylaxis medication at school requires the student to demonstrate his or her ability to self-administer the medication to the student's physician or other licensed health care provider and the school nurse, if available. Requirements also include written authorization from the student's parent and physician or other licensed health care provider on file in the school office indicating the student is capable of independently administering his or her own asthma or emergency anaphylaxis medication. Medication in a student's possession must be in an original container with a prescription label. Please note that most pharmacies will place a label on the inhaler device upon request.

SEVERE ALLERGIC REACTION

It is the responsibility of the parents to ensure that the nurse is aware of any student's hypersensitivities to food/environment/insects. An Allergy Action Plan is advised for any student with a known history of anaphylactic reaction

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and is available from the school nurse. Students requiring medication for the treatment of an allergic reaction (Examples of medication include Benadryl in a lotion or pill form, Epi-pen, or topical creams) must have a signed Allergy Action Plan and a “Permission to Administer” form on file in the nurse’s clinic.

COMMUNICABLE DISEASES

To protect other students from contagious illnesses, students infected with certain diseases are not allowed to come to school while contagious. Parents of students with a communicable or contagious disease should notify the Campus Principal or designee so that other students who might have been exposed to the disease can be alerted. School authorities will report those students who are suspected of having a reportable condition. A list of reportable conditions can be found on the DSHS website: <http://www.dshs.state.tx.us/idcu/investigation/conditions/>.

Any student excluded from school attendance for reason of communicable disease may be readmitted by one or more of the following methods, as determined by the local health authority:

- Certificate of the attending physician, advanced practice nurse, or physician assistant attesting that the child does not currently have signs or symptoms of a communicable disease or to the disease’s non-infectiousness in a school setting;
- Submitting a permit for readmission issued by a local health authority; or
- Meeting readmission criteria as established by the commissioner of health.

IMMUNIZATIONS

The State of Texas requires that every child in the state be immunized against vaccine preventable diseases caused by infectious agents in accordance with an established immunization schedule.

To determine the specific number of doses that are required for your student, please read “2015–2016 Texas Minimum State Vaccine Requirements for Students Grades K–12.” For specific immunization requirements, please visit the Texas Department of State Health Services website at <http://www.dshs.state.tx.us/immunize/school/>.

Proof of immunization may be personal records from a licensed physician or public health clinic with a signature or rubber-stamp validation.

Provisional Enrollment

A student can be enrolled provisionally for no more than 30 days if her or she transfers from one Texas school to another, and is awaiting the transfer or the immunization record.

A student may be enrolled provisionally if the student has an immunization record that indicates the student has received at least one dose of each specified age-appropriate required vaccine. To remain enrolled, the student must complete the required subsequent doses in each vaccine series on schedule and as rapidly as is medically feasible and provide acceptable evidence of vaccination to the school. ILTexas shall review the immunization status of a provisionally enrolled student every 30 days to ensure continued compliance in completing the required doses of vaccination. If at the end of the 30-day period, a student has not received a subsequent dose of vaccine, then the student is not in compliance and ILTexas shall exclude the student from school attendance until the required dose is administered.

A student who is homeless, as defined by the McKinney Act (42 U.S.C. § 11302), shall be admitted temporarily for 30 days if acceptable evidence of vaccination is not available. ILTexas shall promptly refer the student to appropriate public health programs to obtain the required vaccinations.

Exclusions from Immunization Requirements

Exclusions from immunization requirements are allowable on an individual basis for medical reasons, reasons of conscience (including a religious belief), and active duty with the armed forces of the United States.

To claim exclusion for medical reasons, the student must present a statement signed by the student's physician (M.D. or D.O.), duly registered and licensed to practice medicine in the United States who has examined the student, in which it is stated that, in the physician's opinion, the vaccine required is medically contraindicated or poses a significant risk to the health and well-being of the student or any member of the student's household. Unless it is written in the statement that a lifelong condition exists, the exemption statement is valid for only one year from the date signed by the physician.

To claim an exclusion for reasons of conscience, including a religious belief, a signed Texas Department of State Health Services ("TDSHS") affidavit must be presented by the student's parent, stating that the student's parent declines vaccinations for reasons of conscience, including because of the person's religious beliefs. The affidavit will be valid for a period of two years. The form affidavit may be obtained by writing the TDSHS Immunization Branch (MC 1946), P.O. Box 149347, Austin, Texas 78714-9347, or online at <https://webds.dshs.state.tx.us/immco/default.aspx>. The form must be submitted to the Campus Principal within 90 days from the date it is notarized. If the parent is seeking an exemption for more than one student in the family, a separate form must be provided for each student. Students, who have not received the required immunizations for reasons of conscience, including religious beliefs, may be excluded from school in times of emergency or epidemic declared by the commissioner of public health.

To claim exclusion for armed forces, the student must prove that he or she is serving on active duty with the armed forces of the United States.

Immunization Records Reporting

ILTexas' record of a student's immunization history, while private in most instances, may be inspected by the Texas Education Agency, local health departments, and TDSHS and transferred to other schools associated with the transfer of the student to those schools.

STEROID NOTICE

ILTexas does not permit steroid use. A notice shall be posted in a conspicuous location in the school gym or in each other place in a building where physical education classes are conducted.

LAW ENFORCEMENT AGENCIES

Questioning of Students

When law enforcement officers or other lawful authorities wish to question or interview a student at school, the Principal will cooperate fully regarding the conditions of the interview if the questioning or interview is part of a child abuse investigation. In other circumstances:

1. The Principal or designee shall verify and record the identity of the official and request an explanation of the need to question or interview the student at school.
2. The Principal or designee ordinarily will make reasonable efforts to notify the student's parent, unless the interviewer raises what the Principal or designee considers to be a valid objection.
3. The Principal or designee ordinarily will be present during the questioning or interview, unless the interviewer raises what the Principal or designee considers to be a valid objection.

When the investigation involves allegations of child abuse, special rules apply.

Students Taken into Custody

State law requires ILTexas to permit a student to be taken into legal custody:

1. Pursuant to an order of the juvenile court;

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2. Pursuant to the laws of arrest;
4. By a law enforcement officer if there is probable cause to believe the student has engaged in conduct that violates a penal law, delinquent conduct or conduct in need of supervision, or conduct that violates a condition of probation imposed by the juvenile court;
5. By a probation officer if there is a probable cause to believe the student has violated a condition of probation imposed by the juvenile court;
6. Pursuant to a properly issued directive to apprehend; or
7. By an authorized representative of the Texas Department of Family and Protective Services (“TDFPS”), a law enforcement officer, or a juvenile probation officer, without a court order, under the conditions set out in Section 262.104 of the Texas Family Code relating to the student’s physical health or safety.

Before a student is released to a law enforcement officer or other legally authorized person, the Principal or designee will verify the officer’s identity and, to the best of his or her ability, verify the official’s authority to take custody of the student.

The Principal or designee will immediately notify the Superintendent and will ordinarily attempt to notify the parent unless the officer or other authorized person raises what the Principal or designee considers to be a valid objection to notifying the parents. Because the Principal or designee does not have the authority to prevent or delay a student’s release to a law enforcement officer, any notification will most likely be after the fact.

CHILD ABUSE REPORTING AND PROGRAMS

ILTexas provides child abuse anti-victimization programs and cooperates with official child abuse investigators as required by law. The school also provides training to its teachers and students in preventing and addressing incidents of sexual abuse and other maltreatment of children, including knowledge of likely warning signs indicating that a child may be a victim of sexual abuse or maltreatment. Assistance, interventions and counseling options are also available.

The school’s administration shall cooperate with law enforcement investigations of child abuse, including investigations by the Texas Department of Protective and Family Services. School officials may not refuse to permit an investigator to interview a student who is alleged to be a victim of abuse or neglect at school. School officials may not require the investigator to permit school personnel to be present during an interview conducted at school.

Investigations at school may be conducted by authorized law enforcement or state agencies without prior notification or consent of the student’s parent, if necessary.

PLAN FOR ADDRESSING SEXUAL ABUSE AND OTHER MALTREATMENT OF CHILDREN

What is Sexual Abuse of a Child?

The Texas Family Code defines “sexual abuse” as any sexual conduct harmful to a child’s mental, emotional, or physical welfare as well as, in certain circumstances, failure to make a reasonable effort to prevent sexual conduct harmful to a child.

What is Other Maltreatment of a Child?

Under State law, “other maltreatment” of a child includes “abuse” or “neglect,” as defined by Texas Family Code sections 261.001 and 261.401.

Reporting Obligation

Anyone who suspects that a child has been or may be abused or neglected has a legal responsibility, under state law, for reporting the suspected abuse or neglect to law enforcement or to the Texas Department of Family and Protective Services (“DFPS”). Reports may be made by contacting one of the following:

- Texas Abuse Hotline: 1-800-252-5400 or, in non-emergency situations only; <http://www.txabusehotline.org>;
- Your local police department; or

- Call 911 for emergency situations.

ILTexas has established a plan for addressing child sexual abuse and other maltreatment of children (the “Plan”). The Plan is addressed in this section of the Handbook.

Methods for Increasing Awareness Regarding Sexual Abuse or Other Maltreatment of Children

For Staff: ILTexas annually trains staff in all content areas addressed in the Plan. Training is provided by campus staff, administrative staff, or outside agencies as determined by the campus administration.

For Students: School counseling staff will address issues to increase awareness regarding sexual abuse and other maltreatment of children and anti-victimization programs with age appropriate conversation and materials no less than once per school year. These discussions will occur in classroom group settings.

For Parents: Parents must be aware of warning signs indicating that their child may have been or is being sexually abused or otherwise maltreated. A child who has experienced sexual abuse or other maltreatment should be encouraged to seek out a trusted adult. Be aware as a parent or other trusted adult that evidence of sexual abuse or other maltreatment may be more indirect than disclosures or signs of physical abuse. It is important to remain calm and comforting if your child, or another child, confides in you. Reassure the child that he or she did the right thing in coming to you.

The fact that the abuser is a parent or other family member does not remove your obligation to protect the child. Parents who permit their child to remain in a situation where he or she may be injured or abused may also be subject to prosecution for child abuse. And, if you are frightened for your own safety or that of your child, you should call 911 or 1-800-252-5400.

Also remember that parents are legally responsible for the care of their children and must provide their children with safe and adequate food, clothing, shelter, protection, medical care and supervision, or arrange for someone else to provide these things. Failure to do so may be considered neglect.

The Principal or designee will provide information regarding counseling options available in your area for you and your child if your child is a victim of sexual abuse or other maltreatment. The DFPS also provides early abuse intervention through counseling programs. Services available in your county can be accessed at the following web address:
http://www.dfps.state.tx.us/Prevention_and_Early_Intervention/Programs_Available_In_Your_County/default.asp.

These websites are also helpful:

- Texas Education Agency – Prevention of Child Abuse Overview:
http://tea.texas.gov/Texas_Schools/Safe_and_Healthy_Schools/Child_Abuse_Prevention/Child_Abuse_Prevention_Overview/
- Sexual Abuse Prevention Programs:
<https://www.childwelfare.gov/topics/preventing/programs/sexualabuse/>
- Promoting Healthy Families in Your Neighborhood:
<https://www.childwelfare.gov/pubPDFs/packet.pdf>
- Signs of Child Abuse:
http://www.keepkidshealthy.com/welcome/commonproblems/child_abuse.html
- DFPS – Prevent Child Abuse (HelpandHope.org)
<http://helpandhope.org>
- DFPS – How to Report Child Abuse or Neglect
http://www.dfps.state.tx.us/Contact_us/report_abuse.asp
- Texas Attorney General – What Can We Do About Child Abuse?
<https://www.texasattorneygeneral.gov/cvs/what-can-we-do-about-child-abuse>
- Prevent Child Abuse.org – Texas Chapter
www.preventchildabusetexas.org
- Texas Council on Family Violence – Abuse Prevention Links

<http://www.tcfv.org/>

Likely Warning Signs of Sexual Abuse or Other Maltreatment

Psychological and behavioral signs of possible sexual abuse or other maltreatment may include:

- Nightmares, sleep problems, extreme fears without an obvious explanation.
- Sudden or unexplained personality changes; becoming withdrawn, angry, moody, clingy, “checking out” or showing significant changes in eating habits.
- Depression or irritability.
- An older child behaving like a young child, for example, bedwetting or thumb sucking.
- Developing fear of certain places or resisting being alone with an adult or young person for unknown reasons.
- Resistance to routine bathing, toileting, or removing clothes, even in appropriate situations.
- Play, writing, drawings, or dreams of sexual or frightening images.
- Refusal to talk about a secret he or she has with an adult or older child.
- Leaving clues that seem likely to provoke a discussion about sexual issues.
- Using new or adult words for body parts.
- Engaging in adult-like sexual activities with toys, objects or other children.
- Developing special relationships with older friends that may include unexplained money, gifts, or privileges.
- Intentionally harming him or herself, for example, drug/alcohol use, cutting, burning, running away, and sexual promiscuity.
- Thinking of self or body as repulsive, dirty, or bad.
- Becoming increasingly secretive about Internet or telephone use.

Physical symptoms of possible sexual abuse or other maltreatment include:

- Stomachaches or illness, often with no identifiable reason.
- Difficulty in walking or sitting.
- Stained or bloody underwear.
- Genital or rectal pain, itching, swelling, redness, or discharge.
- Bruises or other injuries in the genital or rectal area.
- Unexplained soreness, pain or bruises around mouth, sexually transmitted disease, or pregnancy.

Any one sign does not necessarily mean that a child has been sexually abused or maltreated, but the presence of several signs is the time you should begin asking questions and seeking help. Often signs first emerge at other times of stress, such as during a divorce, death of a family member or pet, problems at school or with friends, or other traumatic or anxiety-inducing events.

Actions That a Child Who Is a Victim of Sexual Abuse or Other Maltreatment Should Take

During student awareness sessions concerning sexual abuse and other maltreatment issues, students will be encouraged to tell a trusted adult in a private and confidential conversation if they have been a victim of sexual abuse or other maltreatment or have been in situations that make them feel uncomfortable in any way. School employees are trained to take appropriate actions to help the child obtain assistance and to follow proper reporting procedures. Older students will also be provided with local crisis hotline numbers to obtain assistance.

Available Counseling Options

A list of counseling providers can be found at:

http://www.dfps.state.tx.us/Prevention_and_Early_Intervention/Programs_Available_In_Your_County/

FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

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Statement of Nondiscrimination

ILTexas prohibits discrimination, including harassment, against any student on the basis of race, color, religions, gender, national origin, disability, age, or any other basis prohibited by law. ILTexas also prohibits dating violence, as defined by this Handbook. Retaliation against anyone involved in the complaint process is a violation of school policy.

Discrimination

For purposes of this Handbook, discrimination against a student is defined as conduct directed at a student on the basis of race, color, religion, gender, national origin, disability, age, or any other basis prohibited by law and that adversely affects the student.

Prohibited Harassment

Prohibited harassment of a student is defined as physical, verbal, or nonverbal conduct based on the student’s race, color, religion, gender, national origin, disability, age, or any other basis prohibited by law that is so severe, persistent, or pervasive that the conduct:

- Affects a student’s ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
- Has the purpose or effect of substantially or unreasonably interfering with the student’s academic performance; or
- Otherwise adversely affects the student’s educational opportunities.

Examples of prohibited harassment may include offensive or derogatory language directed at another person’s religious beliefs or practices, accent, skin color, or need for accommodation; threatening or intimidating conduct; offensive jokes; name calling, slurs, or rumors; physical aggression or assault; display of graffiti or printed material promoting racial, ethnic, or other negative stereotypes; or other kinds of aggressive conduct such as theft or damage to property.

Sexual Harassment and Gender-Related Harassment

In compliance with the requirements of Title IX, ILTexas does not discriminate on the basis of sex in its educational programs or activities. Sexual harassment of a student, including harassment committed by another student, includes unwelcome sexual advances; requests for sexual favors; or sexually motivated physical, verbal, or nonverbal conduct when the conduct is so severe, persistent, or pervasive that it:

- Affects the student’s ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
- Has the purpose or effect of substantially or unreasonably interfering with the student’s academic performance; or
- Otherwise adversely affects the student’s educational opportunities.

Examples of sexual harassment of a student may include sexual advances; touching intimate body parts or coercing physical contact that is sexual in nature; jokes or conversations of a sexual nature; and other sexually motivated conduct, communications, or contact.

ILTexas also does not tolerate sexual harassment of a student by school employees. Romantic or inappropriate social relationships between students and school employees are prohibited. Any sexual relationship between a student and a school employee is always prohibited, even if consensual.

Sexual harassment of a student by a school employee includes both welcome and unwelcome sexual advances; requests for sexual favors; sexually motivated physical, verbal, or nonverbal conduct; or other conduct or communication of a sexual nature when:

- A school employee causes the student to believe that the student must submit to the conduct in order to participate in a school program or activity, or that the employee will make an educational decision based on whether or not the student submits to the conduct; or
- The conduct is so severe, persistent, or pervasive that it:

- Affects the student’s ability to participate in or benefit from an educational program or activity, or otherwise adversely affects the student’s educational opportunities; or
- Creates an intimidating, threatening, hostile, or abusive educational environment.

Gender-based harassment includes harassment based on a student’s gender, expression by the student of stereotypical characteristics associated with the student’s gender, or the student’s failure to conform to stereotypical behavior related to gender.

Examples of gender-based harassment directed against a student, regardless of the student’s or the harasser’s actual or perceived sexual orientation or gender identity, may include, but not be limited to, offensive jokes, name-calling, slurs, or rumors; physical aggression or assault; threatening or intimidating conduct; or other kinds of aggressive conduct such as theft or damage to property.

Dating Violence

Dating violence occurs when a person in a current or past dating relationship uses physical, sexual, verbal, or emotional abuse to harm, threaten, intimidate, or control the other partner. Examples of dating violence against a student may include physical or sexual assaults, name-calling, put-downs, threats to hurt the student or the student’s family members or members of the student’s household, destroying property belonging to the student, threats to commit suicide or homicide if the student ends the relationship, attempts to isolate the student from friends and family, stalking, or encouraging others to engaged in these behaviors.

For purposes of this Handbook, dating violence is considered prohibited harassment if the conduct is so severe, persistent, or pervasive that the conduct:

- Affects the student’s ability to participate in or benefit from an educational program or activity, or creates an intimidating, threatening, hostile, or offensive educational environment;
- Has the purpose or effect of substantially or unreasonably interfering with the student’s academic performance; or
- Otherwise adversely affects the student’s educational opportunities.

Retaliation

ILTexas prohibits retaliation against a student alleged to have experienced discrimination or harassment, including dating violence, or another student who, in good faith, makes a report, serves as a witness, or otherwise participates in an investigation. Examples of retaliation may include threats, rumor spreading, ostracism, assault, destruction of property, unjustified punishments, or unwarranted grade reductions. Unlawful retaliation does not include petty slights or annoyances.

A student who intentionally makes a false claim, offers false statements, or refuses to cooperate with a school investigation regarding discrimination or harassment is subject to appropriate discipline.

Reporting Procedures

Any student who believes that he or she has experienced prohibited discrimination, harassment, or retaliation (“prohibited conduct”) or believes that another student has experienced prohibited conduct should immediately report the alleged acts to a teacher, counselor, the Campus Principal, or the designated Compliance Coordinator. Any school employee who receives a report of prohibited conduct must immediately relay the report to the Campus Principal.

Upon receipt of a report of prohibited conduct, the Campus Principal will immediately notify the appropriate Compliance Coordinator designated to investigate the complaint, as follows:

- 1. Reports of prohibited conduct based on sex, including sexual harassment will be directed to the local Title IX Coordinator: Angela Marcellus, Director of Student Services.**
- 2. Reports of prohibited conduct based on race, color, national origin, religion, or age will be directed to the Title VII/ADEA Coordinator: Angela Marcellus, Director of Student Services.**

3. **Reports of prohibited conduct based on disability will be directed to the ADA/Section 504 Coordinator: Angela Marcellus, Director of Student Services.**
4. **A student shall not be required to report prohibited conduct to the person alleged to have committed the conduct. Reports of prohibited conduct against a Campus Principal should be submitted to the designated Compliance Coordinator. Reports against a Compliance Coordinator may be directed to the Superintendent.**

Investigation of Complaints

Students and parents are encouraged to report potential prohibited conduct as soon as possible, so that the school may conduct a thorough and efficient investigation. After receiving a complaint of potential prohibited conduct, the school may, but need not, require the student to prepare a written report. Oral complaints will be reduced to written form. When appropriate, the school may take interim action to avoid additional opportunities for discrimination, harassment, or retaliation.

Upon receipt of a complaint, the Compliance Coordinator or designee shall promptly authorize and undertake an investigation. Following completion of the investigation, the Compliance Coordinator or designee will prepare a written decision regarding the complaint.

The investigation may consist of personal interviews with the person making the report, the person against whom the report is filed, and any others with knowledge of the circumstances surrounding the allegations. If the results of the investigation establish that prohibited conduct occurred, the school shall promptly respond by taking appropriate disciplinary or corrective action reasonably calculated to address the prohibited conduct and prevent its recurrence. The school may take disciplinary action based on the results of an investigation, even if the school concludes that the conduct did not rise to the level of prohibited conduct prohibited by law or policy.

Confidentiality

To the greatest extent possible, ILTexas will respect the privacy of the complainant, persons against whom a report is filed, and witnesses. Limited disclosures may be necessary in order to conduct a thorough investigation and comply with applicable law.

Appeal

A student or parent who is dissatisfied with the outcome of the investigation may appeal through the process set forth in the "Parent and Student Complaints and Grievances" process beginning on page 44 of this handbook. The student and/or parent shall also be informed of his or her right to file a complaint with the United States Department of Education, Office for Civil Rights.

FREEDOM FROM BULLYING AND CYBER-BULLYING

ILTexas prohibits bullying as defined by this Handbook, as well as retaliation against anyone involved in the complaint process. Bullying occurs when a student or group of students engages in written or verbal expression, expression through electronic methods, or physical conduct against another student on school property, at a school-sponsored or -related activity, or in a district operated vehicle, and the behavior:

- Has the effect or will have the effect of physically harming a student, damaging a student's property, or placing a student in reasonable fear of harm to the student's person or of damage to the student's property; or
- Is sufficiently severe, persistent, and pervasive enough that the action or threat creates an intimidating, threatening, or abusive educational environment for a student.

This conduct is considered bullying if it exploits an imbalance of power between the student perpetrator(s) and the student victim through written or verbal expression or physical conduct and if it interferes with a student's education or substantially disrupts the operation of the school.

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ILTexas also prohibits cyber-bullying, which is defined as the use of any electronic communication device to engage in bullying or intimidation.

Reporting Procedures

Any student who believes that he or she has experienced any form of bullying or believes that another student has experienced bullying should immediately report the alleged acts to the Campus Principal or designee, a teacher, counselor, or other school employee. A report may be made orally or in writing. Any school employee who receives notice that a student has or may have experienced bullying shall immediately notify the Campus Principal or designee.

Investigation of Report

The Campus Principal or designee shall determine whether the allegations in the report, if proven, would constitute prohibited harassment, and if so proceed under that policy instead. The Campus Principal or designee shall conduct an appropriate investigation based on the allegations in the report, and shall take prompt interim action calculated to prevent bullying during the course of an investigation, if appropriate.

The Campus Principal or designee shall prepare a written report of the investigation, including a determination of whether bullying occurred. If the results of an investigation indicated that bullying occurred, the school shall promptly respond by taking appropriate disciplinary or corrective action reasonably calculated to address the conduct in accordance with the Student Code of Conduct. ILTexas may take action based on the results of an investigation, even if the school concludes that the conduct did not rise to the level of bullying under this policy.

Confidentiality

To the greatest extent possible, ILTexas shall respect the privacy of the complainant, persons against whom a report is filed, and witnesses. Limited disclosures may be necessary in order to conduct a thorough investigation.

Appeal

A student or parent who is dissatisfied with the outcome of the investigation may appeal through the ILTexas grievance procedure.

STATE-MANDATED SCHOOL HEALTH SCREENING PROGRAM

Students are screened according to the Texas Board of Education Rules and the school health programs mandated by the Texas Department of State Health Services.

DYSLEXIA AND RELATED DISORDERS

From time to time, students may be tested and, where appropriate, treated for dyslexia and related disorders in accordance with programs, rules, and standards approved by the state. Parents will be notified should ILTexas determine a need to identify or assess a student for dyslexia and related disorders.

FITNESS TESTING

According to requirements under state law, ILTexas will annually assess the physical fitness of students. ILTexas is not required to assess a student for whom, as a result of disability or other condition identified by rule or law, the assessment exam is inappropriate.

VISION AND HEARING SCREENING

All children enrolled in Texas schools must be screened for possible vision and hearing problems in accordance with regulations issued by the Texas Department of State Health Services. Students in certain grade levels identified by state regulations shall be screened for vision and hearing problems annually.

Screening records for individual students may be inspected by the TDSHS or a local health department, and may be transferred to another school without parental consent.

Exemption: A student is exempt from screening requirements if screening conflicts with the tenets and practices of a recognized church or religious denomination of which the individual is an adherent or a member. To qualify for the exemption, the individual or, if the individual is a minor, the minor's parent, managing conservator, or guardian, must submit to the Campus Principal or designee on or before the day of admission an affidavit stating the objections to screening.

SPINAL SCREENING

All children in grades 6–9 must be screened for abnormal spinal curvature before the end of the school year. The screening requirement for students entering grade six or nine may be met if the child has been screened for spinal deformities during the previous year.

A parent who declines participation in the spinal screening provided by ILTexas must submit to the Campus Principal or designee documentation of a professional examination which includes the results of a forward-bend test. This documentation must be submitted to ILTexas during the year the student is scheduled for screening or, if the professional exam is obtained during the following summer, at the beginning of the following school year.

Exemption: A student is exempt from screening if the screening conflicts with the tenets and practices of a recognized church or religious denomination of which the individual is an adherent or member. To qualify for the exemption, the student's parent, managing conservator, or guardian must submit to the Campus Principal or designee on or before the day of the screening procedure an affidavit stating the objections to screening.

TEXAS RISK ASSESSMENT FOR TYPE II DIABETES

All first, third, fifth, and eighth grade students will be screened for a skin marker that may indicate high levels of insulin in the blood which results from insulin resistance. If the screening reveals abnormal results, the parent/guardian is notified through the referral process.

REFERRALS

Referrals should be returned to the school nurse as soon as possible after a specialist is seen. When referrals are not returned to the campus, the school nurse follows up with parents/guardians to determine whether or not the student was seen and treated. The State of Texas requires each school district to report screening results at the end of each school year.

For questions regarding any of the above health policies, please refer to your campus Nurse.

HONOR CODE

"I pledge to uphold the honor of the International Leadership of Texas Honor Code and that all the work bearing my name is my own."

Our Honor Code:

- I will not lie, cheat, or steal nor tolerate those who do.
- I will serve others before self.
- I will be a servant leader.
- I will treat others with Respect and Dignity
- I will be a Statesman in my advocacy of my ideals and beliefs.

Every student is expected to uphold the highest standards of honor with regard to academics, activities, and other related pursuits. By means of the Honor Code, students practice responsible leadership, accept personal responsibility, and develop strong character to create an atmosphere free from suspicion. Violation of the Honor Code includes but is not limited to cheating, plagiarism, forgery, which are considered severe discipline problems

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and are subject to disciplinary action within the by-laws of the Honor Code. We believe that students can and must take responsibility for establishing and maintaining standards for their own behavior. At its core, the Honor Code is based on mutual respect and trust. It serves as a written model for what is expected from students. It also serves as a pledge to uphold the school's values while maintaining college preparation as the number one priority.

Taking responsibility for one's actions is vital to the maturity of each individual. The trust among all students in the school builds confidence in the overall school community and enables each student to be grounded in the leadership core values of COURAGE and INTEGRITY which guide the student's every decision.

Teachers may require students to write the full honor code on major assignments. Actions or attempted actions that run counter to these perceptions are violations to the honor code.

- A student's word is expected to be the complete truth; therefore, lying and forgery are violations of the honor code.
- A student's work is expected to be his/her own, unless properly credited; therefore, plagiarism and cheating are violations of the honor code.
- The property of others is to be respected; therefore, stealing – no matter how minor – is a violation of the honor code.

In situations that seem unclear, it is each student's responsibility to check with the teacher or principals regarding the honor code. Ignorance of the honor code will not be an excuse for a violation. Students who witness an honor code violation are strongly encouraged to report the action to the teacher who will notify the Campus Principal. Witnessing an honor code violation and reporting it constitutes honorable behavior and is an expectation for all students. Students may opt to report a violation through an anonymous referral. Working together, we can ALL create a community of learners that value hard work, creativity, and commitment to college success. It is crucial that every member of ILTexas community – students, parents, staff, and trustees – understands the importance of the International Leadership of Texas Honor Code and strives to maintain its integrity.

ACADEMIC HONESTY

The International Leadership of Texas Honor Code is based on the belief that true learning depends on honesty. The International Leadership of Texas community acts on the basis of mutual trust and respect between all members of the community. As a result, students are expected to demonstrate integrity and individual responsibility, both personally and academically, in order to maintain a fair and honest environment. Students who commit themselves to upholding the International Leadership of Texas Honor Code will be instilled with a sense of honor and integrity that will last beyond their high school years.

- **PLAGIARISM** is a form of dishonesty where a student presents the work of another as one's own. Plagiarism is the taking of ideas, writing, etc. from another and submitting them as one's own (Webster's New World Dictionary). It is important to acknowledge that plagiarism is not only the stealing of words but also of ideas. Plagiarism includes, but is not limited to:
 - Copying word for word and turning in as your own work information from books, magazines, essays, the Internet, etc.
 - Rewording or rewriting text and information from documents not originally written by you and turning it in as your own work without proper citation.
 - Paraphrasing with minimal word changes (citing the source or not).
 - Borrowing ideas and patterns of thought without proper citation.
 - Printing an essay from the Internet and turning it in as your own work.
- **COLLABORATION** on independent homework/assignments or tests will not be permitted unless permission has been secured from the teacher allowing for cooperative or group work. Students are permitted to receive

assistance or guidance from others, but the entirety of the work itself and the content must always be the student's own.

- **COPYING** and submitting the work of another or submitting work done by another is an act of academic dishonesty.
- **ALLOWING ANOTHER STUDENT** to copy one's work, quiz, test, or submit one's work, quiz, or test is an act of academic dishonesty.
- **CHEATING** is defined by Webster's dictionary as "dealing with dishonesty for one's own gain." Dishonesty promotes bad character and prevents students from gaining a full grasp of information presented to them. Cheating also prevents teachers from fully evaluating the progress of students and is a form of theft. Cheating includes, but is not limited to:
 - Using a "cheat sheet" or other unauthorized notes during a test or quiz.
 - Looking at someone else's paper for an answer on a test or quiz and changing an answer.
 - Having someone else do all or part of your homework or assignment for you
 - Failing to mark an answer wrong when self-grading.
 - Telling others or asking others the content of an exam or quiz.
 - Giving a student or using an old test without teacher permission.
 - Looking at an exam prior to taking it without teacher permission.
 - Copying someone else's homework or other assignment.
 - Using old assignments written by you or someone else instead of creating new work.
 - Using an online translator or other translation in place of your own.
 - Copying material during an examination or quiz
 - Using unauthorized notes or devices
 - Submitting falsified information for grading purposes
 - Obtaining a copy of and/or information about an examination or quiz without the knowledge and consent of the teacher
 - Submitting a paper or project which is not the student's work
 - Impersonating a student to assist the student academically
 - Stealing or accepting stolen copies of tests or answer keys
 - Altering a teacher's grade book
 - Falsifying information for applications (i.e. college scholarships)
 - Using professional help such as an author, expert, or purchased service in violation of guidelines established by the teacher
 - Unlawfully copying computer software or data created by others
 - Any other violation intended to obtain credit for work which is not one's own

ACADEMIC CONSEQUENCES (IMMEDIATE)

If a student is suspected of plagiarism or any other form of academic dishonesty, the following procedure will be followed:

- The student's exam, test, or quiz, or assignment will be confiscated by the teacher.
- The paper, exam, test, quiz, or assignment will be submitted to an Administrator for consideration.
- The student will be required to meet with the teacher and the Campus Principal for review of the student's work with consequences up to and including dismissal/expulsion from school, in accordance with the ILTexas Student Code of Conduct.

The following general procedures shall be applied:

FIRST OFFENSE

In general, consequences for a first offense may include, but not be limited to, the following:

1. Meeting with the parent(s) followed by written notification to the parent of the academic integrity policy.

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ADDITIONAL OR MORE SERIOUS OFFENSES

Additional or more serious incidents of academic dishonesty or plagiarism shall be dealt with more severely. Consequences for any offense beyond the first or a more serious initial offense may include:

1. Meeting with the parent(s); and
2. One to three days of out of school suspension (up to five if referred for expulsion).
3. Notification to the student’s post-high school counselor and any faculty members writing a college/university letter of recommendation;
4. No public recognition of the student at any senior honors function (if applicable);
5. No distinguished scholar recognition (if applicable);
6. No scholarship money granted to the student by International Leadership of Texas, or any other school affiliated organization; or
7. A withdrawn failing grade from the class in which the additional offense occurred and placement in a restricted study hall after withdrawal from the course.

Furthermore, faculty members will have full access to any disciplinary records documenting academic dishonesty for the purpose of writing letters of recommendation.

EXPULSION

Students who commit one or more of the following offenses may be recommended for expulsion, in accordance with the Student Code of Conduct:

1. Theft, sales or distribution of any materials including, but not limited to, examinations and/or quizzes;
2. Breaking into and/or examining a teacher’s personal possessions (e.g., desk, files, cabinet, etc.) to obtain or view evaluation instruments;
3. Changing and/or falsifying a grade in a teacher’s grade book, on the computer or through other school devices used to record student grades; or
4. Unauthorized possession of a stolen evaluation instrument.

The student, who commits a serious violation of the academic honesty policy, as noted above, may receive an “F” grade for the course as reported on the permanent record, whether or not the student is expelled from school. The “F” designation shall denote no course credit and shall be the equivalent of a failing grade (“F”) for purposes of calculating the student’s cumulative grade point average.

PARENT INVOLVEMENT/PTO

ENGAGING OUR PARENTS

ILTexas believes in the importance of partnerships that support education. We believe that parents are an essential partner in the education of students, and over 30 years of research supports this belief. We know that a parent is a child’s first and most important teacher, and a great deal of learning occurs before children begin school. We rely on the guidance parents provide their children and the insights they provide us as educators.

Parental involvement in education is necessary in order to create a stronger, safer, and more enriching future for our ILTexas students.

We invite you to help us help your child by practicing some of these basic standards of good parenting:

- | | |
|-----------------|--|
| • Read together | • Monitor and limit use of electronics |
|-----------------|--|

| | |
|---|--|
| • Establish a daily family routine | • Schedule and keep daily homework time |
| • Monitor out-of-school activities | • Talk regularly with your children and listen to what they have to say |
| • Communicate positive values: respect, hard work, and responsibility | • Express high expectations and offer praise and encouragement for achievement |

Furthermore, you are highly encouraged to join your campus Parent Teacher Organization (PTO). The PTO is an essential part of ILTexas. Campus PTOs work hard at enriching our students' education and building stronger bonds between the campus and the home. Although the PTO works very closely with the campus and campus principal, it is a separate entity. Campuses will have a wall mounted locked box in the reception area and cafeteria, where parents or students can make their PTO deposits (to which only the PTO will have a key).

COMMUNICATION

A healthy school environment requires ample and appropriate communication between all members of the school community. Communication requires regularly scheduled progress conferences, reports, and timely responses to other issues that arise. If you feel this is not occurring, please contact your student's teacher first, then the appropriate school Administrator. Appropriate communication is respectful of the time, opinion, and feelings of others. It is directed toward the person charged with solving the problem or knowing the answer to the question. To help you determine who the appropriate individual is with ownership of an issue, please consult the school's directory.

ILTEXAS.ORG

The ILTexas website is a primary source of communication for our parent community. All families are encouraged to regularly view the website for updated information. Please make the website one of your "favorites." All important information is posted on the front page of the website.

PARENT/TEACHER CONFERENCES

Parents will be actively involved in their child's education. They will have scheduled meetings with their child and teacher periodically during the year to review goals and progress. Methods in which the child can be supported outside of school in order to expand on the learning occurring at school will be discussed. Parents will want to participate in the demonstration and presentation nights. They are encouraged to share their knowledge, talents and interests/expertise with students in large and small groups or with students working on individual projects.

PARENT VOLUNTEERS -(VOLUNTEERS IN PUBLIC SCHOOLS)

The International Leadership of Texas volunteer program, Volunteers in Public Schools (VIPS), consists of all people who donate their time and talents to assist our schools in enriching the learning environment. Everyone who volunteers in our schools is a VIPS volunteer. Some of the volunteers are mentors, tutors, business partners, PTO members, booster club backers, Campus Improvement Committee (CIC) participants, and homeroom parents. All campuses will have a Volunteer Coordinator working with the VIPS program. The Volunteer Coordinator will assist the school in meeting the educational needs of the students by matching the volunteers' abilities/preferences to those needs.

Strong parental involvement is a key component of any successful school. Parents, as well as relatives and friends, are encouraged to participate in a wide variety of volunteer opportunities available through the campus Parent Teacher Organization (PTO). The PTO aims to:

- Facilitate communication between the school and parents as well as between parents
- Provide essential support to the school and its staff
- Promote age appropriate social activities for students
- Foster a sense of inclusion and community within our school family

VOLUNTEER BACKGROUND CHECKS

All volunteers who will be working in the school or around students must consent to a background check, which will be conducted by the school. If you did not complete the Volunteer Background Consent form at the time of enrollment, please complete and return it to the front office.

VISITOR POLICY

Everyone coming to ILTexas must first check in with the receptionist. Visitors, parents, guests, and service workers will be given a visitor's pass to wear and will be asked to sign-in in the visitor's log book. School visitations are not permitted during school hours without prior approval from the Campus Principal. Parents may not visit students in classrooms without an escort and may not visit teachers unannounced. If you wish to speak with your child's teacher, please make an appointment with the office manager or by emailing with the teacher. We would like to be considerate of our teachers; therefore; please allow 24-hour notice. Please also see Lunch Visitation.

Disruptions

In order to protect student safety and sustain an educational program free from disruption, state law permits ILTexas to take action against any person – student or nonstudent – who:

- Disrupts classes while on school property or on public property that is within 500 feet of school property. Class disruption includes making loud noises; trying to entice a student away from, or to prevent a student from attending, a required class or activity; entering a classroom without authorization; and disrupting the activity with profane language or any misconduct.
- Interferes with an authorized activity by seizing control of all or part of a building.
- Interferes with the movement of people at an exit or an entrance to school property.
- Interferes with the movement of people in an exit, an entrance, or a hallway of a school building without authorization from an administrator.
- Interferes with the transportation of students in school vehicles.
- Uses force, violence, or threats in an attempt to prevent participation in an authorized assembly.
- Uses force, violence, or threats in an attempt to prevent people from entering or leaving school property without authorization from an administrator.
- Uses force, violence, or threats to cause disruption during an assembly.

VISITOR SCREENING

ILTexas uses Raptor Technologies visitor registry program to screen and identify those individuals who are listed as Registered Sexual Offenders who might try to enter the School. Upon entering the school, a visitor will present a valid state or government issued photo identification card (usually a person's driver license) to the front desk attendant and it will be scanned into the Raptor system. Once completed, a visitor's badge will be issued with the person's name and photo, the day's date, the time, and the destination within the building for the visit. When the

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visitor leaves the building, an entry will be made that the person has left the building. If you have any questions about the screening system, please contact the school Principal.

RETURNED CHECKS

In the event the bank returns a check for non-sufficient funds, repayment must be made by money order or cash and will include a \$30.00 returned item-handling fee to cover bank charges. By submitting payment by check, you agree to this policy as allowed by law. A student may be restricted from extracurricular activities and records will be held until full payment is received. After three occurrences of returned checks from one family, all future fees must be paid by money order, cashier's check or cash. When paying by cash, always request a receipt.

FINANCIAL NEED

Any family in need of financial assistance with school fees of any kind should contact the Campus Principal.

SCHOOL PROPERTY

TECHNOLOGY, TEXTBOOKS AND LIBRARY BOOKS

ILTexas is committed to preparing students to be highly successful citizens in a global economy and have developed a technology program for one-to-one computing for all students, ~~in grades 4-12~~. This program will immerse our students into a technology-rich learning environment to prepare for the workplace and life. ILTexas will issue electronic chrome-books to students ~~in grades 4-12~~, and they are considered ~~school property~~property of ILTexas. ILTexas will charge an annual use and maintenance fee, as described in the "Chromebook Use Agreement" distributed to each student and parent. ILTexas may waive or decrease the fee for educationally disadvantaged students. As long as the student is enrolled in ILTexas schools, the student management system will remain on the device.

State-approved textbooks and additional curriculum materials are provided free of charge for each subject or class, except for dual credit courses. Materials must be used by the students as directed by the teacher, and treated with care. A student who is issued damaged materials should report the damage to the teacher. Students must also take proper care of library books. Students will be required to pay a fine for lost, damaged, or overdue materials.

Students must return all textbooks and supplemental materials to the teacher at the end of the school year or when the student withdraws from school. Any student failing to return issued materials in an acceptable condition loses the right to free textbooks and educational materials until the student and/or parent pay for the damages. However, a student will be provided textbooks and educational materials for use during the school day. ILTexas may reduce or waive the payment requirement if the student is from a low-income family. Release of student records, including official transcripts, will be delayed pending payment for lost or severely damaged textbooks.

ILTexas Acceptable Use Policy (AUP)

Introduction

ILTexas provides students and employees with extensive technology resources, including computing facilities, local area networks, Internet access, and e-mail addresses. Our goal is to promote educational excellence by facilitating resource sharing, innovation and communication within our own community and the world. As a member of the ILTexas community, I agree to follow School rules and commit to the School's values. We must all agree to support the needs of the School community even if they may conflict with one's personal desires.

ILTexas Technology Ownership

- ILTexas owns all systems, software, and e-mail addresses. Content created with the School's technology tools and saved on the School network is the property of the School.
- Computer resources at ILTexas are a limited resource and are reserved for educational and school-related business.
- If I leave the School community, I may take copies of anything I have created. However, this content can continue to be used by the School for educational purposes.

My Use of School Computing Resources

- I will help to create a positive atmosphere by allowing those engaged in academic work priority use of the computers.
- I will respect the work and privacy of others throughout the International Leadership of Texas Education network.
- I will use my applications, e-mail accounts, and International Leadership of Texas Education network space appropriately for school-related activities.
- I will not intentionally save or install files and/or software on School equipment without the authorization of a teacher or the network administrators.
- I will not use ILTexas technology resources for commercial activity, for seeking monetary gain, or for political purposes.

System Security

- I will log on to the network only as myself.
- I am responsible for my individual account and will take all reasonable precautions to prevent others from being able to use my account.

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- I will immediately notify a faculty or staff member if I have identified a possible security problem.
- I will not intentionally introduce a virus or other harmful code anywhere on the ILTexas network, and I will make an effort to keep my home computer free from viruses and other destructive materials. If my files are accidentally infected, I will seek help from a member of the technology staff.
- I know that any electronic devices brought on this campus are subject to search without notice or warning should a school administrator deem it necessary. I will refrain from using any device or software that masks my use of the school resources. This includes but is not limited to anonymizers and any application or hardware device that circumvents network security, logging, or tracking procedures such as incognito mode.
- Content about ILTexas anywhere on the World Wide Web should observe all aspects of the School's Acceptable Use Policy.
- Official School files or documents are not to be posted on non-ILTexas sites.
- Individuals who post content on World Wide Web sites away from ILTexas should not present content as if it represents any official views of ILTexas.
- The official ILTexas website represents the School. No representation of ILTexas should be made on any other website.

~~ILTexas Acceptable Use Policy (AUP) (cont.)~~

Intellectual Property and Privacy

- I will not copy or transfer any copyrighted software to or from computers on the ILTexas network without the permission of the technology staff in my building. This includes but is not limited to web browsers, MP3 players, and games.
- I will not plagiarize words or phrases that I find in books, on the Internet, on CD-ROMs, or on other online resources.
- I will respect the rights of copyright owners, including those who have created music, images, video, software, etc.
- I should have no expectation of privacy when I use on-line resources since materials are owned by the site and can be redistributed without an author's permission. I should check each site's privacy and security policies carefully before posting or adding content I may not wish viewed by others presently or in the future.
- I will not repost a message sent to me privately without the permission of the person who sent the message.
- I will not post private or false information about another person.

Inappropriate Language and Harassment

- I will not use obscene, profane, lewd, vulgar, rude, inflammatory, threatening, or disrespectful language on any and all uses of computers at ILTexas, whether in public or private messages.
- I will not post information that could cause danger or disruption or engage in personal attacks, including prejudicial or discriminatory attacks and cyberbullying.

I understand the following:

- I continuously represent ILTexas whenever and wherever I use school computing
- Resources, even if I am using these resources away from or outside of the School's network.
- I may be held responsible for any on-line behavior or content that connects me to the School or implicates the School in that behavior.
- If I knowingly enable others to violate these rules, I may lose my School network, e-mail, or World Wide Web access.

- ILTexas has software and systems in place that monitors and records all activities and traffic on the School computing resources. I should expect only limited privacy in the contents of my personal files on the School network.
- Tampering with ILTexas technology tools or another person's work is unacceptable, and I could lose all rights to use computers at the School, including my user account and network access.
- Violations of the ILTexas policy including social media policy and AUP are subject to disciplinary action ranging from loss of computing privileges up to and including suspension and/or expulsion (or termination for employees).
- ILTexas makes no guarantee that the services provided will be error-free or without defect. The School will not be responsible for any damage suffered including, but not limited to, loss of data or disruption of service.

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**IL TEXAS ACCEPTABLE USE POLICY (AUP)
PARENT PERMISSION FORM AND USER AGREEMENT**

I have read and understand, explained and discussed the Acceptable Use Policy to my student. I further understand should a violation of the AUP occur, access privileges may be revoked, school disciplinary action may be taken, and/or appropriate legal action may be initiated.

Student's Name (PLEASE PRINT): _____

Parent/Guardian's Name (PLEASE PRINT): _____

Parent/Guardian's Signature: _____ Date _____

I have read, understood, and discussed the Acceptable Use Policy my parent(s)/guardian(s). I agree to abide by the Acceptable Use Policy.

Student's Name (PLEASE PRINT) _____

Student's Signature _____ Date _____

Especially for Parents

SURVEYS AND ACTIVITIES

Students will not be required to participate without parental consent in any survey, analysis, or evaluation – funded in whole or in part by the U.S. Department of Education – that concerns:

1. Political affiliations or beliefs of the student or the student's parent;
2. Mental or psychological problems of the student or the student's family;
3. Sexual behavior or attitudes;
4. Illegal, antisocial, self-incriminating or demeaning behavior;
5. Critical appraisals of individuals with whom the student has close family relationship;
6. Relationships privileged under law, such as relationships with lawyers, physicians and ministers;
7. Religious practices, affiliations, or beliefs of the student or parents; or
8. Income, except when the information is required by law and will be used to determine the student's eligibility to participate in a special program or to receive financial assistance under such a program.

Parents will be able to inspect the survey or other instrument and any instructional materials used in connection with such a survey, analysis, or evaluation.

"OPTING OUT" OF SURVEYS AND ACTIVITIES

Parents have the right to receive notice of and deny permission for their student's participation in:

1. Any survey concerning the private information listed above, regardless of funding;
2. School activities involving the collection, disclosure, or use of personal information gathered from their student for the purpose of marketing or selling that information;
3. A non-emergency, invasive physical examination, or screening required as a condition of attendance, administered and scheduled by ILTexas in advance and not necessary to protect the immediate health and safety of the student (exceptions are hearing, vision, or scoliosis screenings, or any physical exam of screening permitted or required under state law.)

ANNUAL NOTICE OF PARENT AND STUDENT RIGHTS (ANNUAL FERPA CONFIDENTIALITY NOTICE)

The Family Education Rights and Privacy Act ("FERPA") affords parents and students over 18 years of age ("eligible students") certain rights with respect to the student's educational records. These rights include the following:

The Right to Inspect and Review

Parents and/or eligible students have the right to inspect and review the student's educational records within 45 days of the day the school receives an access. Parents or eligible students should submit to the Principal or designee a written request that identifies the record(s) they wish to inspect. ILTexas will make arrangements for access and notify the parent or eligible student for the time and place where the records may be inspected.

If circumstances effectively prevent they parent or eligible student from exercising the right to inspect and review the student's educational records, ILTexas shall provide the parent or eligible student with a copy of the records requested to make arrangements for the parent or eligible student to inspect and review the requested records.

If the student's educational records contain information on more than one student, the parent or eligible student may inspect and review or be informed of only the specific information about that student.

The Right to Seek Amendment of the Student's Educational Records

Parents or eligible students may ask ILTexas to amend a record that they believe is inaccurate, misleading, or in violation of the student's privacy rights. Parents or eligible students should submit to the Campus Director/Principal or designee a written request that clearly identifies the part of the record they want changed, and specifies why it is inaccurate, misleading, or in violation of the student's privacy rights. ILTexas will decide whether to amend the record as requested within a reasonable time after receiving the request. If ILTexas decides not to amend the record as requested by the parent of eligible student, the School will notify the parent of eligible student of the decision and advise them to their right to a hearing to challenge the content of the student's education records on the grounds that the information contained in the educational records is inaccurate, misleading, or in violation of the student's privacy rights.

If, as a result of the hearing, ILTexas decides that the information in the educational record is not inaccurate, misleading, or in violation of the student's privacy rights, it shall inform the parent or eligible student of the right to place a statement in the record commenting on the contested information in the record or stating why he or she disagrees with the decision of ILTexas. If the school places an amended statement in the student's educational records, ILTexas is obligated to maintain the amended statement with the contested part of the record for as long as the record is maintained and disclose the statement whenever it discloses the portion of the record to which the statement relates.

The Right to Consent Prior to Disclosure

Parents and/or eligible students have the right to consent to disclosures of personally identifiable information contained in the student's educational records, except to the extent that FERPA authorizes disclosure without consent.

One exception that permits disclosure without consent is disclosure to school officials with legitimate educational interest. A "school official" is a person employed by ILTexas as an administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the Board of Directors; a person or company with whom ILTexas has outsourced services or functions it would otherwise use its own employees to perform (such as an attorney, auditor, medical consultant, or therapist); a parent or student serving on an official committee, such as a disciplinary or grievance committee; or a parent, student, or other volunteer assisting another school official in performing his or her tasks.

A school official has a legitimate educational interest if the official needs to review an educational record in order to fulfill his or her professional responsibility.

Upon request, ILTexas discloses educational records without consent to officials of another school in which a student seeks or intends to enroll or is already enrolled, so long as the disclosure is for purposes related to the student's enrollment or transfer.

The Right to File a Complaint

Parents and/or eligible students have the right to file a complaint with the Family Policy Compliance Office of the U.S. Department of Education ("Office") concerning alleged failures by ILTexas to comply with the requirements of FERPA. These complaints should be addressed as follow:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, SW.
Washington, D.C. 20202

Access to Medical Records

Parents are entitled to access their student's medical records.

Notice for Directory Information

Under FERPA, ILTexas must, with certain exceptions, obtain written consent prior to the disclosure of personally identifiable information from a student's education records. However, ILTexas may disclose appropriately designated "directory information" without written consent, unless a parent or eligible student has advised ILTexas, in writing, to the

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contrary. The primary purpose of directory information is to allow the School to include this type of information from a student's education records in certain school publications.

ILTexas has designated the following categories of information as directory information for the purpose of disclosure relating to school-related purposes:

- Student name;
- Date and place of birth;
- Major field of study
- Degrees, honors, and awards received;
- Dates of attendance;
- Grade level;
- Most recent educational institution attended;
- Participation in officially recognized activities and sports; and
- Weight and height of members of athletic teams.

School-related purposes are those events/activities that ILTexas conducts and/or sponsors to support the School's educational mission. Examples include, but are not limited to:

- Extracurricular programs or events (school plays, concerns, athletic events, graduation ceremony, etc.).
- Publications (newsletters, yearbook, etc.).
- Honor roll and other student recognition lists.
- Marketing materials of ILTexas (print media, website, videos, newspaper, etc.).

ILTexas has designated the following categories of information as directory information for purposes of disclosure to military recruiters and institutions of higher education, but only for secondary students:

- Student's name, address, and telephone number.

ILTexas shall not release directory information except for the purposes indicated above, namely, disclosure relating to school-sponsored/school-affiliated purposes or for the purposes of disclosure to military recruiters and institutions of higher education for secondary students.

A PARENT OR ELIGIBLE STUDENT MAY OPT OUT OF THE RELEASE OF DIRECTORY INFORMATION FOR EITHER OR BOTH OF THESE PURPOSES BY SUBMITTING A WRITTEN OBJECTION TO THE SCHOOL OFFICE WITHIN 15 DAYS AFTER RECEIVING THIS "NOTICE OF PARENT AND STUDENT RIGHTS (ANNUAL FERPA CONFIDENTIALITY NOTICE)."

IL/Texas Directory Information

Certain information about students is considered “directory information” and will be released to anyone who follows procedures for requesting it unless the parent or eligible student objects in writing to its release within ten calendar days of receiving notice of FERPA rights. A parent or eligible student may also choose to opt out the release of directory information at any time during the school year. At any time after restricting the release of directory information, a parent or eligible student may in writing authorize the School to release directory information. International Leadership of Texas has designated the following categories of information as directory information for the purpose of disclosure relating to school-sponsored/school-affiliated purposes:

1. Student name;
2. Address;
3. Telephone listing;
4. Electronic mail address;
5. Photographs (including video image);
6. Date and place of birth;
7. Major field of study;
8. Degrees, honors, and awards received;
9. Dates of attendance;
10. Grade level;
11. Most recent educational institution attended;
12. Participation in officially recognized activities and sports; and
13. Weight and height of members of athletic teams.

School-sponsored/school-affiliated purposes are those events or activities that International Leadership of Texas conducts and/or sponsors to support the educational mission of the School. Examples include, but are not limited to:

1. Extracurricular programs or events (e.g., school plays, concerts, athletic events, graduation ceremony);
2. Publications (e.g., newsletters, yearbook, etc.);
3. Honor roll and other student recognition lists;
4. Marketing materials of International Leadership of Texas (e.g., print media, website, videos, newspaper, etc.).

The School has designated the following categories of information as directory information for the purpose of disclosure to military recruiters and institutions of higher education, but only for secondary students:

1. Student’s name;
2. Address; and
3. Telephone listing.

The School shall not release directory information except for the purposes indicated above, namely:

1. Disclosure relating to school-sponsored/school-affiliated purposes; and
2. Disclosure to military recruiters and institutions of higher education, but only for secondary students.

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INTERNATIONAL LEADERSHIP OF TEXAS

USE OF STUDENT WORK IN SCHOOL PUBLICATIONS

Occasionally, ILTexas wishes to display or publish student artwork, photos taken by the student, or other original work on the school's website, a website affiliated or sponsored by the school (such as a classroom website), and in school publications. ILTexas agrees to use these student projects in this manner.

Parents: Please circle one of the choices below:

I, parent of _____ (student's name), **(do give)** **(do not give)** ILTexas permission to use my child's artwork, photos, or other original work in the manner described above.

Parent Signature: _____

Date: _____

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INTERNATIONAL LEADERSHIP OF TEXAS

ELECTRONIC COMMUNICATION DEVICE COMMITMENT FORM

Electronic communications at school and at school-related functions are subject to regulation by ILTexas.

This Electronic Communication Device Commitment Form grants authority and permission to ILTexas to regulate electronic communication devices when these devices are brought to and/or used while on school property or when attending school related functions and events. Such communication devices include but are not limited to cellular phones, pagers, PDAs, and pocket computers. These regulations are made necessary in light of the unique opportunities these devices create for violations of law and school policies, and to perpetrate conduct disruptive of an educational environment essential to the school's educational program. These concerns are exacerbated by electronic security protections and the personal size of these devices, which are often carried concealed in pockets and purses.

Therefore, all students who would possess or use such devices on school property or at school-related activities are required to sign this form together with their parent, guardian or other adult person having the authority of a parent for school purposes.

Each of you, by your signature below, agrees to the following:

- The possession and use of cellular phones, pagers, PDAs and other electronic communication devices by a student on school property or at school-related events is subject to regulation by ILTexas.
- If a student possesses such devices on school property or while attending school-related events, ILTexas is authorized and has my full consent to confiscate, power on or off, manipulate and do all things necessary to search my device and recover or intercept communications (including but not limited to text messaging) when reasonable suspicion exists that such device has been used to transmit or receive communications in violation of law, the Student Code of Conduct, school policy or regulation.
- I further understand, agree and consent that an electronic communication device used or possessed in violation of law, the Student Code of Conduct, school policy or regulation is subject to confiscation and that ILTexas is not liable for any loss of or damage to confiscated devices.

SIGNATURE LINES AND DATES

_____ Date: _____
(Signature of student)

(Printed name of student)

_____ Date: _____
(Signature of parent/guardian)

INTERNATIONAL LEADERSHIP OF TEXAS

FOOD ALLERGY NOTIFICATION FORM

Dear Parents,

ILTexas is required by law to request, at the time of enrollment, that the parent or guardian of each student attending an ILTexas campus disclose the student's food allergies. This form will satisfy this requirement.

This form allows you to disclose whether your child has a food allergy or severe food allergy that you believe should be disclosed in order for ILTexas to take necessary precautions for your child's safety.

"Severe food allergy" means a dangerous or life-threatening reaction of the human body to a food-borne allergen introduced by inhalation, ingestion, or skin contact that requires immediate medical attention.

Please list any foods to which your child is allergic or severely allergic, as well as the nature of your child's allergic reaction to the food. ILTexas will contact you for a note from your physician if your child has food allergies. **Your child must have an EpiPen prescribed to help in the event of an emergency.**

| Food: | Nature of allergic reaction to the food: |
|-------|--|
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| | |
| | |

ILTexas will maintain the confidentiality of this form and the information provided above, and may disclose the information to teachers, school counselors, school nurses, and other appropriate school personnel only within the limitations of the Family Educational Rights and Privacy Act ("FERPA") and Board policy. **ILTexas will maintain this form as part of your child's student record.**

Student Name: _____ Date of Birth: _____

Grade: _____ Parent Work Phone: _____ Home Phone: _____

Parent/Guardian Name: _____ Date: _____

Parent/Guardian Signature: _____

Date form received by ILTexas: _____

Physician's Diet Modification Form

(to be returned to the school nurse and forwarded to Nutrition cashier)

Student's Name: _____ Student ID#: _____ DOB: _____

Parent/Guardian's Name: _____ Telephone: _____

**As the parent/guardian, I give permission of The International Leadership of Texas to contact the Physician's office noted below regarding my child's dietary needs:*

*(Parent Signature) **

The U.S. Department of Agriculture School Meals Program requires that all questions be answered in order for any dietary modification or substitution to be made in school meals. This form must be signed by a licensed physician.

Physician's Statement

I, _____, (Physician) declare the child listed above to possess either a LIFE THREATENING FOOD ALLERGY or a DISABILITY:

LIFE THREATENING FOOD ALLERGY— OMIT THESE FOODS (CIRCLE ALL THAT APPLY):

Fluid Milk Peanuts Tree Nuts Eggs Shellfish Wheat Soy Other: _____

OR

DISABLING DIAGNOSIS REQUIRING DIETARY MODIFICATION:

1. Can the student consume foods where the allergen is an ingredient in the food product? Yes No

Explain (Example: Any foods that contain eggs or milk are unacceptable):

2. **Explanation of why this disability restricts diet:**

3. **Major life activities affected by the life threatening food allergy or disability (check all that apply):**

eating caring for self performing manual tasks walking seeing hearing breathing learning

4. **Foods to substitute (substitutions must be noted below)?**

Physician's Signature: _____ Date: _____

Clinic/Facility Name: _____ Phone Number: _____

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International Leadership of Texas

Notice of Complaint—Level One Grievance

To file a formal complaint, please complete this form and submit it to the appropriate campus administrator within the time established in the Board-approved Student/Parent Handbook. All complaints will be heard in accordance with the aforementioned policies or any exceptions outlined therein.

| | |
|---|--|
| 1. Complainant's Name and Address: | 2. Complainant's Phone Number: |
| 3. Complainant's Email Address: | 4. Complainant's Campus (if applicable): |
| 5. If you will be represented in pursuing your complaint, please identify that individual or organization: Name: _____ Address: _____ Telephone: _____ Email: _____ | |
| 6. Please describe the decision or circumstances causing your complaint/grievance (give specific, factual details): _____ _____ _____ _____ _____ _____ _____ _____ | |

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7. What was the date of the decision or circumstances causing your complaint?

8. Please explain how you have been harmed by this decision or circumstance:

9. Please describe any efforts you have made to resolve your complaint informally and the responses to your effort:

10. With whom did you communicate?

11. On what date (s)?

12. Please describe the outcome or remedy you seek for this complaint:

13. Signature of Complainant:

14. Signature of Complainant's Representative:

15. Date of Filing:

Complainant, Please Note:

A complaint form that is incomplete in any material way may be dismissed, but may be refiled with all of the required information if the re-filing is within the designated time for filing a complaint.

Attach to this form any documents that you believe will support the complaint; if unavailable when you submit this form, they may be presented no later than the Level One Grievance Conference. Please keep a copy of this completed form and any supporting documentation for your records.

August 12, 2015



International Leadership of Texas

Parent Level Two Grievance—Written Appeal

To file a Level Two Grievance/Written Appeal to your Level One Grievance, please complete this form and submit it to the Director of Student Services within the time established in the Board approved Faculty Handbook (pages 15–16). All complaints will be heard in accordance with the aforementioned policies or any exceptions outlined therein.

| | |
|--|---------------------------------|
| 16. Complainant's Name and Address: | 17. Complainant's Phone Number: |
| 18. Complainant's Email Address: | 19. Complainant's Campus: |
| 20. If you will be represented in pursuing your complaint, please identify that individual or organization: Name: _____ Address: _____ Telephone: _____ Email: _____ | |
| 21. Please provide your written appeal with specifics: _____ _____ _____ _____ _____ _____ _____ | |

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22. Please explain how you have been harmed by this decision or circumstance:

23. Please describe the outcome or remedy you seek for this complaint:

24. Signature of Complainant:

25. Signature of
Complainant's Representative:

26. Date of Filing:

Complainant, Please Note:

A complaint form that is incomplete in any material way may be dismissed, but may be refiled with all of the required information if the re-filing is within the designated time for filing a complaint.

Attach to this form any documents that you believe will support the complaint; if unavailable when you submit this form, they may be presented no later than the Level One Grievance Conference. Please keep a copy of this completed form and any supporting documentation for your records.

August 12, 2015



International Leadership of Texas

Notice of Complaint / Formal Grievance

To file a formal complaint, please complete this form and submit it to the appropriate campus administrator within the time established in the Board approved Student/Parent Handbook. All complaints will be heard in accordance with the aforementioned policies or any exceptions outlined therein.

PLEASE INDICATE THE LEVEL OF GRIEVANCE ACCORDING TO WHERE YOU ARE IN THE PROCESS:

Level I (Principal) Level II (Director of Student Services) Level III (Superintendent) Level IV (School Board)

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| | |
|---|---|
| <u>1. Complainant's Name and Address:</u> | <u>2. Complainant's Phone Number:</u> |
| <u>3. Complainant's Email Address:</u> | <u>4. Complainant's Campus (if applicable):</u> |

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5. If you will be represented in pursuing your complaint, please identify that individual or organization:

Name: _____
Address: _____
Telephone: _____
Email: _____

6. Please describe the decision or circumstances causing your complain/grievance (give specific, factual details):

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7. What was the date of the decision or circumstances causing your complaint?

8. Please explain how you have been harmed by this decision or circumstance:

9. Please describe any efforts you have made to resolve your complaint informally and the responses to your effort:

10. With whom did you communicate?

11. On what date (s)?

12. Please describe the outcome or remedy you seek for this complaint:

13. Signature of Complainant:

14. Signature of Complainant's Representative:

15. Date of Filing:

Complainant, Please Note:

A complaint form that is incomplete in any material way may be dismissed, but may be refiled with all of the required information if the refile is within the designated time for filing a complaint.

Attach to this form any documents that you believe will support the complaint; if unavailable when you submit this form, they may be presented no later than the Level One Grievance Conference. Please keep a copy of this completed form and any supporting documentation for your records.

Cover Sheet

2017-2018 Compensation for the Superintendent

Section: V. Office of the Superintendent Action Items
Item: A. 2017-2018 Compensation for the Superintendent
Purpose: Vote
Submitted by:
Related Material: Exhibit A 2017 (00000003).pdf
Supt Compensation EXCEL 2 sheets.pdf
Supt Salaries.xlsx

BACKGROUND:

GuideStar Nonprofit Compensation Report & Supt. Salaries from TEA

RECOMMENDATION:

Consider and Take Action to Approve the 2017-2018 academic year compensation for the Superintendent. RESOLUTION The Board hereby resolves that the 2017-2018 academic year compensation for the Superintendent is fair, reasonable and not excessive based on comparability data and approves the same. PASSED AND APPROVED BY THE MAJORITY OF MEMBERS OF THE BOARD OF DIRECTORS OF INTERNATIONAL AMERICAN FEDERATION, INC., ON THE DATE OF THIS MEETING.

EXHIBIT A

Compensation by NTEE Major Group and Budget Size

| | Count | Average | 10th Percentile | 25th Percentile | Median | 75th Percentile | 90th Percentile |
|--|-------|-----------|-----------------|-----------------|-----------|-----------------|-----------------|
| Educational Institutions and Related Activities | | | | | | | |
| Between \$500 thousand and \$1 million | | | | | | | |
| CEO/Executive Director | 1,508 | \$79,900 | \$38,570 | \$52,093 | \$70,621 | \$98,373 | \$130,234 |
| Top Administrative Position | 95 | \$56,891 | \$30,114 | \$40,696 | \$52,064 | \$67,466 | \$85,173 |
| Top Business Position | 14 | \$47,869 | | \$35,868 | \$42,808 | \$50,124 | |
| Top Development Position | 16 | \$64,907 | | \$37,654 | \$53,048 | \$100,657 | |
| Top Education Position | 22 | \$74,337 | \$40,223 | \$47,348 | \$60,962 | \$81,206 | \$140,092 |
| Top Finance Position | 103 | \$56,610 | \$23,541 | \$35,956 | \$48,000 | \$69,895 | \$105,400 |
| Top Operations Position | 36 | \$71,696 | \$35,278 | \$49,081 | \$64,135 | \$90,322 | \$114,072 |
| Top Program Position | 25 | \$76,584 | \$40,000 | \$57,330 | \$72,169 | \$85,164 | \$101,195 |
| Between \$1 million and \$5 million | | | | | | | |
| CEO/Executive Director | 3,785 | \$120,333 | \$56,801 | \$78,151 | \$106,242 | \$147,012 | \$200,275 |
| Top Administrative Position | 261 | \$84,607 | \$41,669 | \$56,000 | \$77,518 | \$107,438 | \$141,399 |
| Top Business Position | 164 | \$72,450 | \$36,473 | \$48,499 | \$65,799 | \$89,059 | \$111,590 |
| Top Development Position | 60 | \$105,776 | \$42,422 | \$66,732 | \$112,413 | \$131,537 | \$150,071 |
| Top Education Position | 88 | \$115,555 | \$50,863 | \$70,037 | \$113,355 | \$151,607 | \$184,357 |
| Top Facilities Position | 5 | \$81,273 | | | \$75,000 | | |
| Top Finance Position | 535 | \$82,658 | \$37,869 | \$52,829 | \$75,664 | \$104,708 | \$131,815 |
| Top Human Resources Position | 6 | \$104,847 | | | \$130,394 | | |
| Top Legal Position | 11 | \$153,866 | | \$127,935 | \$162,394 | \$176,643 | |
| Top Marketing Position | 7 | \$142,295 | | | \$139,994 | | |
| Top Operations Position | 202 | \$106,126 | \$52,517 | \$73,379 | \$102,686 | \$129,529 | \$174,914 |
| Top PR/Communications Position | 7 | \$108,317 | | | \$111,409 | | |
| Top Program Position | 60 | \$117,730 | \$55,749 | \$81,654 | \$120,993 | \$146,503 | \$172,449 |
| Top Technology Position | 16 | \$118,467 | | \$107,839 | \$125,480 | \$145,546 | |
| Greater than \$5 million | | | | | | | |
| CEO/Executive Director | 3,702 | \$287,847 | \$107,529 | \$146,222 | \$219,112 | \$343,652 | \$517,141 |
| Top Administrative Position | 389 | \$170,204 | \$85,989 | \$116,727 | \$152,979 | \$208,148 | \$258,055 |

EXHIBIT A

Compensation by NTEE Centile Group and Budget Size

| | Count | Average | 10th Percentile | 25th Percentile | Median | 75th Percentile | 90th Percentile |
|---|-------|-----------|-----------------|-----------------|-----------|-----------------|-----------------|
| Educational Institutions and Related Activities: Charter Schools | | | | | | | |
| Between \$10 million and \$25 million | | | | | | | |
| CEO/Executive Director | 103 | \$156,853 | \$92,555 | \$121,813 | \$147,704 | \$189,858 | \$216,388 |
| Top Administrative Position | 13 | \$152,962 | | \$100,739 | \$155,080 | \$195,229 | |
| Top Business Position | 7 | \$127,928 | | | \$133,975 | | |
| Top Education Position | 7 | \$135,743 | | | \$118,808 | | |
| Top Finance Position | 26 | \$111,357 | \$71,801 | \$97,093 | \$112,235 | \$134,776 | \$149,903 |
| Top Operations Position | 20 | \$138,381 | \$99,619 | \$116,772 | \$140,867 | \$157,791 | \$169,363 |
| Between \$25 million and \$50 million | | | | | | | |
| CEO/Executive Director | 21 | \$196,014 | \$130,876 | \$148,873 | \$175,766 | \$213,880 | \$250,008 |
| Top Finance Position | 6 | \$141,868 | | | \$132,957 | | |
| Greater than \$50 million | | | | | | | |
| CEO/Executive Director | 5 | \$208,288 | | | \$210,272 | | |

EXHIBIT A

Compensation by NTEE Centile Group and Budget Size

| | Count | Average | 10th Percentile | 25th Percentile | Median | 75th Percentile | 90th Percentile |
|--|-------|-----------|-----------------|-----------------|-----------|-----------------|-----------------|
| Educational Institutions and Related Activities: Elementary & Secondary Schools | | | | | | | |
| Between \$25 million and \$50 million | | | | | | | |
| CEO/Executive Director | 105 | \$475,255 | \$195,626 | \$343,417 | \$456,816 | \$588,142 | \$688,924 |
| Top Administrative Position | 5 | \$203,971 | | | \$207,163 | | |
| Top Business Position | 6 | \$181,735 | | | \$202,151 | | |
| Top Development Position | 45 | \$199,474 | \$140,030 | \$170,442 | \$195,638 | \$220,561 | \$249,204 |
| Top Education Position | 7 | \$177,728 | | | \$167,883 | | |
| Top Facilities Position | 13 | \$175,493 | | \$136,899 | \$182,525 | \$198,180 | |
| Top Finance Position | 70 | \$216,931 | \$134,947 | \$171,110 | \$213,376 | \$255,622 | \$304,602 |
| Top Operations Position | 16 | \$194,538 | | \$146,916 | \$193,230 | \$226,045 | |
| Top Technology Position | 27 | \$149,553 | \$122,077 | \$129,079 | \$141,840 | \$155,833 | \$190,367 |

EXHIBIT A

Compensation by State, NTEE Major Group and Budget Size

| | Count | Average | 10th Percentile | 25th Percentile | Median | 75th Percentile | 90th Percentile |
|--|-------|-----------|-----------------|-----------------|-----------|-----------------|-----------------|
| Texas | | | | | | | |
| Educational Institutions and Related Activities | | | | | | | |
| Greater than \$5 million | | | | | | | |
| CEO/Executive Director | 175 | \$315,987 | \$96,384 | \$140,305 | \$220,000 | \$341,680 | \$516,713 |
| Top Administrative Position | 29 | \$178,381 | \$92,584 | \$119,046 | \$150,707 | \$194,584 | \$230,637 |
| Top Business Position | 16 | \$169,597 | | \$110,492 | \$136,080 | \$191,751 | |
| Top Development Position | 35 | \$164,264 | \$105,031 | \$121,971 | \$143,660 | \$187,544 | \$256,953 |
| Top Education Position | 7 | \$125,670 | | | \$132,519 | | |
| Top Finance Position | 97 | \$152,023 | \$83,129 | \$107,167 | \$126,247 | \$174,605 | \$231,932 |
| Top Human Resources Position | 7 | \$166,571 | | | \$141,051 | | |
| Top Legal Position | 8 | \$300,730 | | | \$309,894 | | |
| Top Operations Position | 34 | \$137,504 | \$73,214 | \$102,011 | \$119,091 | \$165,483 | \$225,348 |
| Top Technology Position | 16 | \$190,136 | | \$123,494 | \$130,622 | \$175,912 | |
| Employment, Job-Related | | | | | | | |
| \$500 thousand or less | | | | | | | |
| CEO/Executive Director | 24 | \$50,881 | \$21,930 | \$32,013 | \$48,235 | \$70,281 | \$78,138 |
| Top Business Position | 10 | \$72,275 | | \$64,207 | \$69,268 | \$72,981 | |
| Top Finance Position | 10 | \$56,964 | | \$31,460 | \$60,674 | \$68,484 | |
| Between \$500 thousand and \$1 million | | | | | | | |
| CEO/Executive Director | 23 | \$66,935 | \$22,565 | \$54,126 | \$71,178 | \$85,197 | \$93,710 |
| Top Business Position | 7 | \$77,622 | | | \$62,954 | | |
| Top Education Position | 5 | \$92,513 | | | \$99,208 | | |
| Top Finance Position | 5 | \$57,807 | | | \$48,545 | | |
| Between \$1 million and \$5 million | | | | | | | |
| CEO/Executive Director | 37 | \$111,308 | \$29,035 | \$72,429 | \$99,531 | \$146,104 | \$199,859 |
| Top Business Position | 18 | \$111,280 | | \$82,340 | \$105,402 | \$124,182 | |
| Top Finance Position | 27 | \$90,297 | \$25,122 | \$56,490 | \$85,372 | \$127,344 | \$151,655 |

EXHIBIT A

Compensation by State and NTEE Decile Group

| | Count | Average | 10th Percentile | 25th Percentile | Median | 75th Percentile | 90th Percentile |
|--|-------|-----------|-----------------|-----------------|-----------|-----------------|-----------------|
| Texas | | | | | | | |
| Diseases, Disorders, Medical Disciplines: Specifically Named Diseases | | | | | | | |
| CEO/Executive Director | 28 | \$94,564 | \$54,772 | \$62,875 | \$90,648 | \$116,357 | \$142,990 |
| Top Finance Position | 7 | \$102,464 | | | \$100,107 | | |
| Top Operations Position | 5 | \$108,168 | | | \$108,661 | | |
| Educational Institutions and Related Activities: Adult Education | | | | | | | |
| CEO/Executive Director | 21 | \$107,421 | \$33,616 | \$38,110 | \$67,046 | \$135,417 | \$227,840 |
| Educational Institutions and Related Activities: Education N.E.C. | | | | | | | |
| CEO/Executive Director | 60 | \$126,282 | \$43,488 | \$68,966 | \$98,583 | \$147,108 | \$248,455 |
| Top Development Position | 5 | \$126,864 | | | \$121,471 | | |
| Top Finance Position | 15 | \$109,767 | | \$81,504 | \$97,497 | \$128,125 | |
| Top Operations Position | 6 | \$118,608 | | | \$107,249 | | |
| Educational Institutions and Related Activities: Educational Services | | | | | | | |
| CEO/Executive Director | 56 | \$190,194 | \$53,011 | \$60,000 | \$83,844 | \$125,098 | \$190,880 |
| Top Finance Position | 9 | \$88,674 | | | \$85,000 | | |
| Educational Institutions and Related Activities: Elementary & Secondary Schools | | | | | | | |
| CEO/Executive Director | 264 | \$127,858 | \$41,458 | \$64,953 | \$100,001 | \$144,254 | \$229,809 |
| Top Administrative Position | 43 | \$110,831 | \$46,358 | \$62,717 | \$107,186 | \$148,350 | \$193,535 |
| Top Business Position | 15 | \$75,585 | | \$46,615 | \$68,012 | \$103,485 | |
| Top Development Position | 12 | \$148,435 | | \$121,111 | \$137,812 | \$167,014 | |
| Top Education Position | 7 | \$91,498 | | | \$102,547 | | |
| Top Finance Position | 69 | \$111,580 | \$39,858 | \$73,544 | \$106,745 | \$135,160 | \$192,188 |
| Top Operations Position | 18 | \$119,829 | | \$97,443 | \$111,567 | \$146,864 | |
| Top Technology Position | 8 | \$118,660 | | | \$123,284 | | |

EXHIBIT A

Compensation by MSA, NTEE Major Group and Budget Size

| | Count | Average | 10th Percentile | 25th Percentile | Median | 75th Percentile | 90th Percentile |
|---|-------|-----------|-----------------|-----------------|-----------|-----------------|-----------------|
| Dallas-Fort Worth, TX | | | | | | | |
| Educational Institutions and Related Activities | | | | | | | |
| Greater than \$5 million | | | | | | | |
| CEO/Executive Director | 50 | \$325,958 | \$103,047 | \$164,519 | \$225,967 | \$317,825 | \$607,733 |
| Top Administrative Position | 9 | \$166,133 | | | \$177,464 | | |
| Top Business Position | 6 | \$196,819 | | | \$156,190 | | |
| Top Development Position | 9 | \$172,881 | | | \$150,931 | | |
| Top Finance Position | 29 | \$142,827 | \$92,728 | \$109,806 | \$127,378 | \$174,479 | \$198,067 |
| Top Operations Position | 10 | \$136,616 | | \$112,259 | \$126,050 | \$144,602 | |
| Employment, Job-Related | | | | | | | |
| Between \$1 million and \$5 million | | | | | | | |
| CEO/Executive Director | 5 | \$96,848 | | | \$71,048 | | |
| Top Finance Position | 7 | \$93,014 | | | \$85,323 | | |
| Environmental Quality, Protection and Beautification | | | | | | | |
| \$500 thousand or less | | | | | | | |
| CEO/Executive Director | 6 | \$56,193 | | | \$63,820 | | |
| Health – General and Rehabilitative | | | | | | | |
| \$500 thousand or less | | | | | | | |
| CEO/Executive Director | 8 | \$67,618 | | | \$67,590 | | |
| Between \$1 million and \$5 million | | | | | | | |
| CEO/Executive Director | 8 | \$152,335 | | | \$136,327 | | |
| Greater than \$5 million | | | | | | | |
| CEO/Executive Director | 25 | \$615,098 | \$158,307 | \$229,660 | \$405,393 | \$712,699 | \$1,016,930 |
| Top Administrative Position | 6 | \$322,712 | | | \$242,730 | | |
| Top Finance Position | 20 | \$303,782 | \$120,028 | \$180,823 | \$211,996 | \$301,158 | \$454,819 |
| Top Human Resources Position | 7 | \$337,274 | | | \$190,650 | | |
| Top Operations Position | 10 | \$583,409 | | \$312,905 | \$401,396 | \$748,118 | |

EXHIBIT A

Compensation by MSA, NTEE Major Group and Budget Size

| | Count | Average | 10th Percentile | 25th Percentile | Median | 75th Percentile | 90th Percentile |
|--|-------|-----------|-----------------|-----------------|-----------|-----------------|-----------------|
| Houston, TX | | | | | | | |
| Crime, Legal-Related | | | | | | | |
| Between \$500 thousand and \$1 million | | | | | | | |
| CEO/Executive Director | 5 | \$93,784 | | | \$81,269 | | |
| Between \$1 million and \$5 million | | | | | | | |
| CEO/Executive Director | 11 | \$156,779 | | \$116,783 | \$138,904 | \$172,824 | |
| Diseases, Disorders, Medical Disciplines | | | | | | | |
| Between \$1 million and \$5 million | | | | | | | |
| CEO/Executive Director | 6 | \$110,803 | | | \$107,288 | | |
| Greater than \$5 million | | | | | | | |
| CEO/Executive Director | 5 | \$160,535 | | | \$152,434 | | |
| Top Finance Position | 5 | \$128,031 | | | \$139,867 | | |
| Educational Institutions and Related Activities | | | | | | | |
| \$500 thousand or less | | | | | | | |
| CEO/Executive Director | 15 | \$58,568 | | \$43,877 | \$55,333 | \$69,105 | |
| Between \$500 thousand and \$1 million | | | | | | | |
| CEO/Executive Director | 21 | \$80,561 | \$34,304 | \$60,000 | \$77,001 | \$87,300 | \$125,000 |
| Between \$1 million and \$5 million | | | | | | | |
| CEO/Executive Director | 43 | \$132,759 | \$85,408 | \$95,350 | \$115,000 | \$144,031 | \$212,232 |
| Top Finance Position | 11 | \$103,979 | | \$89,779 | \$99,999 | \$119,811 | |
| Greater than \$5 million | | | | | | | |
| CEO/Executive Director | 33 | \$341,872 | \$127,820 | \$174,965 | \$223,257 | \$344,274 | \$581,144 |
| Top Development Position | 5 | \$203,092 | | | \$151,338 | | |
| Top Finance Position | 21 | \$181,764 | \$100,717 | \$115,193 | \$135,439 | \$200,565 | \$262,244 |

EXHIBIT A

Incumbent Compensation Increases by NTEE Major Group and Budget Size

| | Count | Average | 10th Percentile | 25th Percentile | Median | 75th Percentile | 90th Percentile |
|--|-------|---------|-----------------|-----------------|--------|-----------------|-----------------|
| Educational Institutions and Related Activities | | | | | | | |
| Between \$1 million and \$5 million | | | | | | | |
| Top Technology Position | 7 | 0.0% | | | 1.8% | | |
| Greater than \$5 million | | | | | | | |
| CEO/Executive Director | 2,588 | 3.7% | -5.8% | 0.0% | 3.2% | 8.1% | 13.9% |
| Top Administrative Position | 253 | 4.0% | -3.7% | 0.1% | 2.9% | 8.1% | 13.8% |
| Top Business Position | 239 | 3.7% | -4.3% | 0.3% | 3.5% | 6.4% | 12.3% |
| Top Development Position | 493 | 3.8% | -3.5% | 0.6% | 3.2% | 6.9% | 12.1% |
| Top Education Position | 94 | 4.3% | -6.8% | -0.5% | 2.9% | 10.5% | 18.3% |
| Top Facilities Position | 41 | 4.1% | -4.9% | 0.9% | 3.2% | 6.9% | 13.7% |
| Top Finance Position | 1,314 | 4.0% | -3.2% | 0.7% | 3.7% | 7.5% | 12.5% |
| Top Human Resources Position | 86 | 4.4% | -3.7% | 0.8% | 3.2% | 7.4% | 14.3% |
| Top Legal Position | 106 | 4.3% | -2.5% | 1.3% | 3.6% | 7.7% | 13.5% |
| Top Marketing Position | 39 | 4.4% | -4.3% | 0.3% | 3.5% | 9.1% | 14.5% |
| Top Operations Position | 283 | 5.3% | -2.7% | 1.6% | 4.8% | 9.4% | 14.1% |
| Top PR/Communications Position | 45 | 4.4% | -0.6% | 1.4% | 2.9% | 8.5% | 11.6% |
| Top Program Position | 57 | 3.1% | -6.0% | 0.0% | 4.5% | 7.7% | 11.9% |
| Top Technology Position | 200 | 3.2% | -3.4% | 0.8% | 3.1% | 5.1% | 11.9% |
| Employment, Job-Related | | | | | | | |
| \$500 thousand or less | | | | | | | |
| CEO/Executive Director | 421 | 1.9% | -7.4% | -0.5% | 1.6% | 5.0% | 11.6% |
| Top Administrative Position | 30 | 2.0% | -2.2% | 0.0% | 1.1% | 4.0% | 8.9% |
| Top Business Position | 117 | 3.0% | -1.3% | 0.7% | 2.5% | 4.8% | 10.6% |
| Top Education Position | 16 | 2.2% | | -0.4% | 1.5% | 3.7% | |
| Top Finance Position | 118 | 2.3% | -8.1% | 0.0% | 1.7% | 5.9% | 12.9% |
| Between \$500 thousand and \$1 million | | | | | | | |
| CEO/Executive Director | 431 | 2.9% | -7.0% | -0.5% | 1.9% | 6.9% | 13.0% |

EXHIBIT A

Incumbent Compensation Increases by NTEE Centile Group and Budget Size

| | Count | Average | 10th Percentile | 25th Percentile | Median | 75th Percentile | 90th Percentile |
|---|-------|---------|-----------------|-----------------|--------|-----------------|-----------------|
| Educational Institutions and Related Activities: Charter Schools | | | | | | | |
| Between \$500 thousand and \$1 million | | | | | | | |
| CEO/Executive Director | 26 | 2.6% | -7.7% | -0.7% | 1.5% | 6.2% | 11.9% |
| Top Administrative Position | 6 | 3.3% | | | 0.9% | | |
| Between \$1 million and \$2.5 million | | | | | | | |
| CEO/Executive Director | 84 | 4.2% | -4.7% | 0.0% | 3.4% | 9.3% | 15.2% |
| Top Administrative Position | 6 | -4.5% | | | -2.5% | | |
| Top Finance Position | 7 | 5.4% | | | 5.4% | | |
| Between \$2.5 million and \$5 million | | | | | | | |
| CEO/Executive Director | 155 | 4.2% | -4.7% | 0.0% | 3.7% | 8.5% | 14.7% |
| Top Administrative Position | 10 | 3.5% | | -0.7% | 3.3% | 7.4% | |
| Top Business Position | 8 | 1.4% | | | 0.8% | | |
| Top Education Position | 5 | 4.6% | | | 6.7% | | |
| Top Finance Position | 16 | 1.7% | | 0.4% | 1.1% | 3.4% | |
| Top Operations Position | 5 | -2.1% | | | -3.1% | | |
| Between \$5 million and \$10 million | | | | | | | |
| CEO/Executive Director | 134 | 4.9% | -5.2% | 0.0% | 4.5% | 11.1% | 13.7% |
| Top Administrative Position | 6 | 7.0% | | | 6.5% | | |
| Top Business Position | 10 | 8.8% | | 4.8% | 7.4% | 11.9% | |
| Top Finance Position | 15 | 8.3% | | 4.8% | 7.9% | 12.3% | |
| Top Operations Position | 13 | 6.8% | | 1.1% | 6.6% | 11.9% | |
| Between \$10 million and \$25 million | | | | | | | |
| CEO/Executive Director | 58 | 2.3% | -9.6% | -2.8% | 3.2% | 8.3% | 11.0% |
| Top Administrative Position | 5 | 0.2% | | | 0.9% | | |
| Top Finance Position | 17 | 4.9% | | 0.6% | 7.3% | 10.0% | |
| Top Operations Position | 12 | -0.4% | | -4.8% | 1.0% | 5.3% | |
| Between \$25 million and \$50 million | | | | | | | |
| CEO/Executive Director | 12 | -2.0% | | -7.0% | -4.9% | 2.1% | |

EXHIBIT A

Incumbent Compensation Increases by State, NTEE Major Group and Budget Size

| | Count | Average | 10th Percentile | 25th Percentile | Median | 75th Percentile | 90th Percentile |
|--|-------|---------|-----------------|-----------------|--------|-----------------|-----------------|
| Texas | | | | | | | |
| Diseases, Disorders, Medical Disciplines | | | | | | | |
| Greater than \$5 million | | | | | | | |
| CEO/Executive Director | 12 | 6.1% | | 0.4% | 3.7% | 10.4% | |
| Top Finance Position | 9 | 6.2% | | | 8.6% | | |
| Educational Institutions and Related Activities | | | | | | | |
| \$500 thousand or less | | | | | | | |
| CEO/Executive Director | 57 | 1.4% | -9.0% | -1.8% | 1.1% | 6.8% | 11.3% |
| Between \$500 thousand and \$1 million | | | | | | | |
| CEO/Executive Director | 59 | 1.2% | -5.0% | -0.7% | 0.3% | 4.9% | 9.8% |
| Top Administrative Position | 7 | -2.3% | | | -0.8% | | |
| Between \$1 million and \$5 million | | | | | | | |
| CEO/Executive Director | 133 | 3.0% | -6.2% | -0.9% | 2.5% | 7.6% | 14.0% |
| Top Administrative Position | 16 | 1.1% | | -1.7% | 0.8% | 5.6% | |
| Top Business Position | 8 | 4.3% | | | 2.8% | | |
| Top Finance Position | 21 | 3.1% | -8.2% | -2.2% | 3.6% | 7.3% | 14.3% |
| Greater than \$5 million | | | | | | | |
| CEO/Executive Director | 127 | 4.6% | -3.6% | 0.0% | 4.2% | 9.2% | 13.8% |
| Top Administrative Position | 22 | 5.7% | -6.4% | -2.5% | 4.0% | 14.7% | 18.8% |
| Top Business Position | 12 | 1.8% | | -1.8% | 1.9% | 4.5% | |
| Top Development Position | 22 | 1.4% | -5.6% | -0.4% | 3.0% | 4.8% | 7.1% |
| Top Finance Position | 69 | 2.9% | -5.3% | 0.0% | 3.4% | 6.3% | 10.2% |
| Top Legal Position | 7 | 6.4% | | | 4.5% | | |
| Top Operations Position | 18 | 3.1% | | -1.7% | 3.5% | 7.3% | |
| Top Technology Position | 8 | 4.8% | | | 4.0% | | |

EXHIBIT A

Incumbent Compensation Increases by MSA, NTEE Major Group and Budget Size

| | Count | Average | 10th Percentile | 25th Percentile | Median | 75th Percentile | 90th Percentile |
|--|-------|---------|-----------------|-----------------|--------|-----------------|-----------------|
| Dallas-Fort Worth, TX | | | | | | | |
| Educational Institutions and Related Activities | | | | | | | |
| Greater than \$5 million | | | | | | | |
| CEO/Executive Director | 39 | 4.8% | -3.8% | 0.0% | 4.5% | 9.7% | 13.8% |
| Top Administrative Position | 8 | 5.1% | | | 5.8% | | |
| Top Business Position | 5 | -0.3% | | | 2.1% | | |
| Top Development Position | 5 | 3.9% | | | 3.5% | | |
| Top Finance Position | 20 | 3.2% | -3.0% | 0.0% | 4.1% | 5.8% | 6.7% |
| Top Operations Position | 5 | 2.7% | | | 3.8% | | |
| Health – General and Rehabilitative | | | | | | | |
| \$500 thousand or less | | | | | | | |
| CEO/Executive Director | 6 | 0.3% | | | 1.0% | | |
| Between \$1 million and \$5 million | | | | | | | |
| CEO/Executive Director | 7 | 7.0% | | | 5.9% | | |
| Greater than \$5 million | | | | | | | |
| CEO/Executive Director | 12 | 10.0% | | 2.7% | 10.3% | 15.4% | |
| Top Finance Position | 12 | 5.3% | | 1.4% | 6.2% | 7.8% | |
| Top Operations Position | 5 | 2.4% | | | 6.6% | | |
| Housing, Shelter | | | | | | | |
| Between \$500 thousand and \$1 million | | | | | | | |
| CEO/Executive Director | 5 | 0.8% | | | 0.0% | | |
| Between \$1 million and \$5 million | | | | | | | |
| CEO/Executive Director | 10 | 1.9% | | -1.1% | 0.3% | 7.4% | |
| Greater than \$5 million | | | | | | | |
| CEO/Executive Director | 7 | 2.0% | | | 8.7% | | |

EXHIBIT A

Incumbent Compensation Increases by MSA, NTEE Major Group and Budget Size

| | Count | Average | 10th Percentile | 25th Percentile | Median | 75th Percentile | 90th Percentile |
|--|-------|---------|-----------------|-----------------|--------|-----------------|-----------------|
| Houston, TX | | | | | | | |
| Community Improvement, Capacity Building | | | | | | | |
| Between \$1 million and \$5 million | | | | | | | |
| CEO/Executive Director | 9 | 8.0% | | | 7.7% | | |
| Greater than \$5 million | | | | | | | |
| CEO/Executive Director | 6 | 0.0% | | | 0.2% | | |
| Crime, Legal-Related | | | | | | | |
| Between \$500 thousand and \$1 million | | | | | | | |
| CEO/Executive Director | 5 | 4.3% | | | 5.3% | | |
| Between \$1 million and \$5 million | | | | | | | |
| CEO/Executive Director | 6 | 2.8% | | | 3.7% | | |
| Diseases, Disorders, Medical Disciplines | | | | | | | |
| Between \$1 million and \$5 million | | | | | | | |
| CEO/Executive Director | 5 | 3.7% | | | 3.4% | | |
| Educational Institutions and Related Activities | | | | | | | |
| \$500 thousand or less | | | | | | | |
| CEO/Executive Director | 6 | 0.1% | | | 0.5% | | |
| Between \$500 thousand and \$1 million | | | | | | | |
| CEO/Executive Director | 14 | -0.5% | | -4.0% | 0.0% | 4.0% | |
| Between \$1 million and \$5 million | | | | | | | |
| CEO/Executive Director | 27 | 2.9% | -9.2% | -1.1% | 3.0% | 8.7% | 13.8% |
| Top Finance Position | 6 | 2.0% | | | 2.8% | | |
| Greater than \$5 million | | | | | | | |
| CEO/Executive Director | 22 | 3.9% | -1.2% | 0.2% | 3.8% | 8.4% | 10.3% |
| Top Finance Position | 18 | 2.2% | | -3.5% | 2.5% | 5.4% | |

| County | District Name | Charter Status |
|-------------------|--------------------------|---------------------|
| HARRIS COUNTY | HOUSTON ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | DALLAS ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | CYPRESS-FAIRBANKS ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | NORTHSIDE ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | FORT WORTH ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | AUSTIN ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | KATY ISD | TRADITIONAL ISD/CSD |
| FORT BEND COUNTY | FORT BEND ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | ALDINE ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | NORTH EAST ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | ARLINGTON ISD | TRADITIONAL ISD/CSD |
| MONTGOMERY COUNTY | CONROE ISD | TRADITIONAL ISD/CSD |
| EL PASO COUNTY | EL PASO ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | GARLAND ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | GARLAND ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | GARLAND ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | PASADENA ISD | TRADITIONAL ISD/CSD |
| COLLIN COUNTY | FRISCO ISD | TRADITIONAL ISD/CSD |
| COLLIN COUNTY | PLANO ISD | TRADITIONAL ISD/CSD |
| DENTON COUNTY | LEWISVILLE ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | SAN ANTONIO ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | KLEIN ISD | TRADITIONAL ISD/CSD |
| WILLIAMSON COUNTY | ROUND ROCK ISD | TRADITIONAL ISD/CSD |
| CAMERON COUNTY | BROWNSVILLE ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | ALIEF ISD | TRADITIONAL ISD/CSD |
| EL PASO COUNTY | SOCORRO ISD | TRADITIONAL ISD/CSD |
| BELL COUNTY | KILLEEN ISD | TRADITIONAL ISD/CSD |
| WEBB COUNTY | UNITED ISD | TRADITIONAL ISD/CSD |
| GALVESTON COUNTY | CLEAR CREEK ISD | TRADITIONAL ISD/CSD |
| EL PASO COUNTY | YSLETA ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | HUMBLE ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | MESQUITE ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | RICHARDSON ISD | TRADITIONAL ISD/CSD |
| NUECES COUNTY | CORPUS CHRISTI ISD | TRADITIONAL ISD/CSD |
| WILLIAMSON COUNTY | LEANDER ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | SPRING ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | SPRING BRANCH ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | IRVING ISD | TRADITIONAL ISD/CSD |
| HIDALGO COUNTY | EDINBURG CISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | KELLER ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | KELLER ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | MANSFIELD ISD | TRADITIONAL ISD/CSD |
| POTTER COUNTY | AMARILLO ISD | TRADITIONAL ISD/CSD |
| HIDALGO COUNTY | PHARR-SAN JUAN-ALAMO ISD | TRADITIONAL ISD/CSD |
| ECTOR COUNTY | ECTOR COUNTY ISD | TRADITIONAL ISD/CSD |
| FORT BEND COUNTY | LAMAR CISD | TRADITIONAL ISD/CSD |

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|-------------------|-----------------------------------|-------------------------|
| HIDALGO COUNTY | LA JOYA ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | GRAND PRAIRIE ISD | TRADITIONAL ISD/CSD |
| HIDALGO COUNTY | IDEA PUBLIC SCHOOLS | OPEN ENROLLMENT CHARTER |
| DENTON COUNTY | DENTON ISD | TRADITIONAL ISD/CSD |
| LUBBOCK COUNTY | LUBBOCK ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | CARROLLTON-FARMERS BRANCH ISD | TRADITIONAL ISD/CSD |
| COLLIN COUNTY | MCKINNEY ISD | TRADITIONAL ISD/CSD |
| MIDLAND COUNTY | MIDLAND ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | PFLUGERVILLE ISD | TRADITIONAL ISD/CSD |
| WEBB COUNTY | LAREDO ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | GOOSE CREEK CISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | BIRDVILLE ISD | TRADITIONAL ISD/CSD |
| HIDALGO COUNTY | MCALLEN ISD | TRADITIONAL ISD/CSD |
| BRAZORIA COUNTY | ALVIN ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | HURST-EULESS-BEDFORD ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | JUDSON ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | GALENA PARK ISD | TRADITIONAL ISD/CSD |
| COMAL COUNTY | COMAL ISD | TRADITIONAL ISD/CSD |
| DENTON COUNTY | NORTHWEST ISD | TRADITIONAL ISD/CSD |
| BRAZORIA COUNTY | PEARLAND ISD | TRADITIONAL ISD/CSD |
| COLLIN COUNTY | ALLEN ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | EAGLE MT-SAGINAW ISD | TRADITIONAL ISD/CSD |
| HAYS COUNTY | HAYS CISD | TRADITIONAL ISD/CSD |
| JEFFERSON COUNTY | BEAUMONT ISD | TRADITIONAL ISD/CSD |
| CAMERON COUNTY | HARLINGEN CISD | TRADITIONAL ISD/CSD |
| SMITH COUNTY | TYLER ISD | TRADITIONAL ISD/CSD |
| HIDALGO COUNTY | WESLACO ISD | TRADITIONAL ISD/CSD |
| TAYLOR COUNTY | ABILENE ISD | TRADITIONAL ISD/CSD |
| BRAZOS COUNTY | BRYAN ISD | TRADITIONAL ISD/CSD |
| HIDALGO COUNTY | MISSION CISD | TRADITIONAL ISD/CSD |
| ROCKWALL COUNTY | ROCKWALL ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | UPLIFT EDUCATION | OPEN ENROLLMENT CHARTER |
| GUADALUPE COUNTY | SCHERTZ-CIBOLO-U CITY ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | CROWLEY ISD | TRADITIONAL ISD/CSD |
| MCLENNAN COUNTY | WACO ISD | TRADITIONAL ISD/CSD |
| HIDALGO COUNTY | DONNA ISD | TRADITIONAL ISD/CSD |
| TOM GREEN COUNTY | SAN ANGELO ISD | TRADITIONAL ISD/CSD |
| COLLIN COUNTY | WYLIE ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | TOMBALL ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | HARLANDALE ISD | TRADITIONAL ISD/CSD |
| MAVERICK COUNTY | EAGLE PASS ISD | TRADITIONAL ISD/CSD |
| MONTGOMERY COUNTY | NEW CANEY ISD | TRADITIONAL ISD/CSD |
| VICTORIA COUNTY | VICTORIA ISD | TRADITIONAL ISD/CSD |
| TAYLOR COUNTY | TEXAS COLLEGE PREPARATORY ACADEMY | OPEN ENROLLMENT CHARTER |
| WICHITA COUNTY | WICHITA FALLS ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | SOUTHWEST ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | GRAPEVINE-COLLEYVILLE ISD | TRADITIONAL ISD/CSD |

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|-------------------|---------------------------------|-------------------------|
| HARRIS COUNTY | KIPP INC CHARTER | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | KIPP INC CHARTER | OPEN ENROLLMENT CHARTER |
| BRAZOS COUNTY | COLLEGE STATION ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | DEER PARK ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | DUNCANVILLE ISD | TRADITIONAL ISD/CSD |
| MONTGOMERY COUNTY | MAGNOLIA ISD | TRADITIONAL ISD/CSD |
| BRAZORIA COUNTY | BRAZOSPORT ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | COPPELL ISD | TRADITIONAL ISD/CSD |
| JOHNSON COUNTY | BURLESON ISD | TRADITIONAL ISD/CSD |
| EL PASO COUNTY | CLINT ISD | TRADITIONAL ISD/CSD |
| WILLIAMSON COUNTY | GEORGETOWN ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | DEL VALLE ISD | TRADITIONAL ISD/CSD |
| BELL COUNTY | BELTON ISD | TRADITIONAL ISD/CSD |
| GALVESTON COUNTY | DICKINSON ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | EDGEWOOD ISD | TRADITIONAL ISD/CSD |
| CAMERON COUNTY | LOS FRESNOS CISD | TRADITIONAL ISD/CSD |
| STARR COUNTY | RIO GRANDE CITY CISD | TRADITIONAL ISD/CSD |
| CAMERON COUNTY | SAN BENITO CISD | TRADITIONAL ISD/CSD |
| BASTROP COUNTY | BASTROP ISD | TRADITIONAL ISD/CSD |
| VAL VERDE COUNTY | SAN FELIPE-DEL RIO CISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | YES PREP PUBLIC SCHOOLS INC | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | INTERNATIONAL LEADERSHIP OF TE) | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | EAST CENTRAL ISD | TRADITIONAL ISD/CSD |
| HIDALGO COUNTY | SHARYLAND ISD | TRADITIONAL ISD/CSD |
| COLLIN COUNTY | PROSPER ISD | TRADITIONAL ISD/CSD |
| RANDALL COUNTY | CANYON ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | LAKE TRAVIS ISD | TRADITIONAL ISD/CSD |
| MCLENNAN COUNTY | HARMONY SCIENCE ACAD (WACO) | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | DESOTO ISD | TRADITIONAL ISD/CSD |
| KAUFMAN COUNTY | FORNEY ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | SOUTH SAN ANTONIO ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | CHANNELVIEW ISD | TRADITIONAL ISD/CSD |
| LUBBOCK COUNTY | FRENSHIP ISD | TRADITIONAL ISD/CSD |
| GALVESTON COUNTY | TEXAS CITY ISD | TRADITIONAL ISD/CSD |
| JEFFERSON COUNTY | PORT ARTHUR ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | SHELDON ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | MANOR ISD | TRADITIONAL ISD/CSD |
| GREGG COUNTY | LONGVIEW ISD | TRADITIONAL ISD/CSD |
| BELL COUNTY | TEMPLE ISD | TRADITIONAL ISD/CSD |
| COMAL COUNTY | NEW BRAUNFELS ISD | TRADITIONAL ISD/CSD |
| ELLIS COUNTY | MIDLOTHIAN ISD | TRADITIONAL ISD/CSD |
| ELLIS COUNTY | WAXAHACHIE ISD | TRADITIONAL ISD/CSD |
| KENDALL COUNTY | BOERNE ISD | TRADITIONAL ISD/CSD |
| MONTGOMERY COUNTY | MONTGOMERY ISD | TRADITIONAL ISD/CSD |
| ANGELINA COUNTY | LUFKIN ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | CARROLL ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | EANES ISD | TRADITIONAL ISD/CSD |

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| CORYELL COUNTY | COPPERAS COVE ISD | TRADITIONAL ISD/CSD |
| HAYS COUNTY | SAN MARCOS CISD | TRADITIONAL ISD/CSD |
| PARKER COUNTY | WEATHERFORD ISD | TRADITIONAL ISD/CSD |
| MCLENNAN COUNTY | MIDWAY ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | CEDAR HILL ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | LA PORTE ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | LANCASTER ISD | TRADITIONAL ISD/CSD |
| GUADALUPE COUNTY | SEGUIN ISD | TRADITIONAL ISD/CSD |
| GRAYSON COUNTY | SHERMAN ISD | TRADITIONAL ISD/CSD |
| DENTON COUNTY | LITTLE ELM ISD | TRADITIONAL ISD/CSD |
| MONTGOMERY COUNTY | WILLIS ISD | TRADITIONAL ISD/CSD |
| WALKER COUNTY | HUNTSVILLE ISD | TRADITIONAL ISD/CSD |
| BOWIE COUNTY | TEXARKANA ISD | TRADITIONAL ISD/CSD |
| HOOD COUNTY | GRANBURY ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | HIGHLAND PARK ISD | TRADITIONAL ISD/CSD |
| ERATH COUNTY | PREMIER HIGH SCHOOLS | OPEN ENROLLMENT CHARTER |
| WILLIAMSON COUNTY | HUTTO ISD | TRADITIONAL ISD/CSD |
| GALVESTON COUNTY | GALVESTON ISD | TRADITIONAL ISD/CSD |
| WALLER COUNTY | WALLER ISD | TRADITIONAL ISD/CSD |
| BRAZORIA COUNTY | ANGLETON ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | WHITE SETTLEMENT ISD | TRADITIONAL ISD/CSD |
| JOHNSON COUNTY | CLEBURNE ISD | TRADITIONAL ISD/CSD |
| STARR COUNTY | ROMA ISD | TRADITIONAL ISD/CSD |
| NACOGDOCHES COUNTY | NACOGDOCHES ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | AZLE ISD | TRADITIONAL ISD/CSD |
| GALVESTON COUNTY | FRIENDSWOOD ISD | TRADITIONAL ISD/CSD |
| EL PASO COUNTY | CANUTILLO ISD | TRADITIONAL ISD/CSD |
| EL PASO COUNTY | CANUTILLO ISD | TRADITIONAL ISD/CSD |
| HAYS COUNTY | DRIPPING SPRINGS ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | CROSBY ISD | TRADITIONAL ISD/CSD |
| LUBBOCK COUNTY | LUBBOCK-COOPER ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | EVERMAN ISD | TRADITIONAL ISD/CSD |
| ELLIS COUNTY | ENNIS ISD | TRADITIONAL ISD/CSD |
| NAVARRO COUNTY | CORSICANA ISD | TRADITIONAL ISD/CSD |
| ELLIS COUNTY | RED OAK ISD | TRADITIONAL ISD/CSD |
| NUECES COUNTY | FLOUR BLUFF ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | SOUTHSIDE ISD | TRADITIONAL ISD/CSD |
| CALDWELL COUNTY | LOCKHART ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | LIFE SCHOOL | OPEN ENROLLMENT CHARTER |
| HALE COUNTY | PLAINVIEW ISD | TRADITIONAL ISD/CSD |
| HIDALGO COUNTY | MERCEDES ISD | TRADITIONAL ISD/CSD |
| HARRISON COUNTY | MARSHALL ISD | TRADITIONAL ISD/CSD |
| ROCKWALL COUNTY | ROYSE CITY ISD | TRADITIONAL ISD/CSD |
| PARKER COUNTY | ALEDO ISD | TRADITIONAL ISD/CSD |
| LIBERTY COUNTY | DAYTON ISD | TRADITIONAL ISD/CSD |
| HUNT COUNTY | GREENVILLE ISD | TRADITIONAL ISD/CSD |
| TITUS COUNTY | MOUNT PLEASANT ISD | TRADITIONAL ISD/CSD |

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|---------------------|--------------------------------|-------------------------|
| HIDALGO COUNTY | EDCOUCH-ELSA ISD | TRADITIONAL ISD/CSD |
| JOHNSON COUNTY | JOSHUA ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | TEXANS CAN ACADEMIES | OPEN ENROLLMENT CHARTER |
| CHAMBERS COUNTY | BARBERS HILL ISD | TRADITIONAL ISD/CSD |
| JEFFERSON COUNTY | NEDERLAND ISD | TRADITIONAL ISD/CSD |
| JIM WELLS COUNTY | ALICE ISD | TRADITIONAL ISD/CSD |
| JEFFERSON COUNTY | PORT NECHES-GROVES ISD | TRADITIONAL ISD/CSD |
| KERR COUNTY | KERRVILLE ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | KIPP AUSTIN PUBLIC SCHOOLS INC | OPEN ENROLLMENT CHARTER |
| HARRISON COUNTY | HALLSVILLE ISD | TRADITIONAL ISD/CSD |
| WASHINGTON COUNTY | BREHAM ISD | TRADITIONAL ISD/CSD |
| CHEROKEE COUNTY | JACKSONVILLE ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | ALAMO HEIGHTS ISD | TRADITIONAL ISD/CSD |
| ORANGE COUNTY | VIDOR ISD | TRADITIONAL ISD/CSD |
| GALVESTON COUNTY | SANTA FE ISD | TRADITIONAL ISD/CSD |
| UVALDE COUNTY | UVALDE CISD | TRADITIONAL ISD/CSD |
| SMITH COUNTY | WHITEHOUSE ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | JUBILEE ACADEMIC CENTER | OPEN ENROLLMENT CHARTER |
| LIBERTY COUNTY | CLEVELAND ISD | TRADITIONAL ISD/CSD |
| MEDINA COUNTY | MEDINA VALLEY ISD | TRADITIONAL ISD/CSD |
| MEDINA COUNTY | MEDINA VALLEY ISD | TRADITIONAL ISD/CSD |
| GREGG COUNTY | PINE TREE ISD | TRADITIONAL ISD/CSD |
| SAN PATRICIO COUNTY | GREGORY-PORTLAND ISD | TRADITIONAL ISD/CSD |
| MOORE COUNTY | DUMAS ISD | TRADITIONAL ISD/CSD |
| HIDALGO COUNTY | VALLEY VIEW ISD | TRADITIONAL ISD/CSD |
| GRAYSON COUNTY | DENISON ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | HARMONY SCHOOL OF EXCELLENCE | OPEN ENROLLMENT CHARTER |
| HOPKINS COUNTY | SULPHUR SPRINGS ISD | TRADITIONAL ISD/CSD |
| KAUFMAN COUNTY | TERRELL ISD | TRADITIONAL ISD/CSD |
| BASTROP COUNTY | ELGIN ISD | TRADITIONAL ISD/CSD |
| BURNET COUNTY | MARBLE FALLS ISD | TRADITIONAL ISD/CSD |
| TAYLOR COUNTY | WYLIE ISD | TRADITIONAL ISD/CSD |
| COLLIN COUNTY | PRINCETON ISD | TRADITIONAL ISD/CSD |
| DEAF SMITH COUNTY | HEREFORD ISD | TRADITIONAL ISD/CSD |
| GREGG COUNTY | KILGORE ISD | TRADITIONAL ISD/CSD |
| COLLIN COUNTY | LOVEJOY ISD | TRADITIONAL ISD/CSD |
| POLK COUNTY | LIVINGSTON ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | SOMERSET ISD | TRADITIONAL ISD/CSD |
| NUECES COUNTY | CALLEN ISD | TRADITIONAL ISD/CSD |
| SMITH COUNTY | LINDALE ISD | TRADITIONAL ISD/CSD |
| CALHOUN COUNTY | CALHOUN COUNTY ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | CASTLEBERRY ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | HARMONY SCIENCE ACADEMY (AUS | OPEN ENROLLMENT CHARTER |
| ANDREWS COUNTY | ANDREWS ISD | TRADITIONAL ISD/CSD |
| DENTON COUNTY | LAKE DALLAS ISD | TRADITIONAL ISD/CSD |
| WILSON COUNTY | FLORESVILLE ISD | TRADITIONAL ISD/CSD |
| HOWARD COUNTY | BIG SPRING ISD | TRADITIONAL ISD/CSD |

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| HARDIN COUNTY | LUMBERTON ISD | TRADITIONAL ISD/CSD |
| MONTGOMERY COUNTY | SPLENDORA ISD | TRADITIONAL ISD/CSD |
| EL PASO COUNTY | SAN ELIZARIO ISD | TRADITIONAL ISD/CSD |
| NUECES COUNTY | TULOSO-MIDWAY ISD | TRADITIONAL ISD/CSD |
| KAUFMAN COUNTY | KAUFMAN ISD | TRADITIONAL ISD/CSD |
| CAMERON COUNTY | SOUTH TEXAS ISD | TRADITIONAL ISD/CSD |
| KAUFMAN COUNTY | CRANDALL ISD | TRADITIONAL ISD/CSD |
| MATAGORDA COUNTY | BAY CITY ISD | TRADITIONAL ISD/CSD |
| JOHNSON COUNTY | ALVARADO ISD | TRADITIONAL ISD/CSD |
| BROWN COUNTY | BROWNWOOD ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | HARMONY SCIENCE ACAD (SAN ANT | OPEN ENROLLMENT CHARTER |
| ERATH COUNTY | STEPHENVILLE ISD | TRADITIONAL ISD/CSD |
| WHARTON COUNTY | EL CAMPO ISD | TRADITIONAL ISD/CSD |
| WILLIAMSON COUNTY | LIBERTY HILL ISD | TRADITIONAL ISD/CSD |
| SMITH COUNTY | CHAPEL HILL ISD | TRADITIONAL ISD/CSD |
| GRAY COUNTY | PAMPA ISD | TRADITIONAL ISD/CSD |
| LAMAR COUNTY | PARIS ISD | TRADITIONAL ISD/CSD |
| CAMERON COUNTY | LA FERIA ISD | TRADITIONAL ISD/CSD |
| ZAPATA COUNTY | ZAPATA COUNTY ISD | TRADITIONAL ISD/CSD |
| FORT BEND COUNTY | STAFFORD MSD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | LAKE WORTH ISD | TRADITIONAL ISD/CSD |
| ATASCOSA COUNTY | PLEASANTON ISD | TRADITIONAL ISD/CSD |
| PARKER COUNTY | SPRINGTOWN ISD | TRADITIONAL ISD/CSD |
| KAUFMAN COUNTY | MABANK ISD | TRADITIONAL ISD/CSD |
| ANDERSON COUNTY | PALESTINE ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | HUFFMAN ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | HARMONY SCIENCE ACADEMY | OPEN ENROLLMENT CHARTER |
| KLEBERG COUNTY | KINGSVILLE ISD | TRADITIONAL ISD/CSD |
| RUSK COUNTY | HENDERSON ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | HARMONY SCHOOL OF SCIENCE - HC | OPEN ENROLLMENT CHARTER |
| ARANSAS COUNTY | ARANSAS COUNTY ISD | TRADITIONAL ISD/CSD |
| LAMPASAS COUNTY | LAMPASAS ISD | TRADITIONAL ISD/CSD |
| BEE COUNTY | BEEVILLE ISD | TRADITIONAL ISD/CSD |
| ORANGE COUNTY | LITTLE CYPRESS-MAURICEVILLE CISD | TRADITIONAL ISD/CSD |
| WICHITA COUNTY | BURKBURNETT ISD | TRADITIONAL ISD/CSD |
| EL PASO COUNTY | HARMONY SCIENCE ACAD (EL PASO) | OPEN ENROLLMENT CHARTER |
| WILSON COUNTY | LA VERNIA ISD | TRADITIONAL ISD/CSD |
| PALO PINTO COUNTY | MINERAL WELLS ISD | TRADITIONAL ISD/CSD |
| HIDALGO COUNTY | HIDALGO ISD | TRADITIONAL ISD/CSD |
| COLLIN COUNTY | ANNA ISD | TRADITIONAL ISD/CSD |
| GILLESPIE COUNTY | FREDERICKSBURG ISD | TRADITIONAL ISD/CSD |
| WILLIAMSON COUNTY | TAYLOR ISD | TRADITIONAL ISD/CSD |
| FORT BEND COUNTY | NEEDVILLE ISD | TRADITIONAL ISD/CSD |
| BRAZORIA COUNTY | COLUMBIA-BRAZORIA ISD | TRADITIONAL ISD/CSD |
| HENDERSON COUNTY | ATHENS ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | KENNEDALE ISD | TRADITIONAL ISD/CSD |
| WISE COUNTY | DECATUR ISD | TRADITIONAL ISD/CSD |

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| MCLENNAN COUNTY | LA VEGA ISD | TRADITIONAL ISD/CSD |
| BURNET COUNTY | BURNET CISD | TRADITIONAL ISD/CSD |
| GRIMES COUNTY | NAVASOTA ISD | TRADITIONAL ISD/CSD |
| HOCKLEY COUNTY | LEVELLAND ISD | TRADITIONAL ISD/CSD |
| ORANGE COUNTY | BRIDGE CITY ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | KIPP SAN ANTONIO | OPEN ENROLLMENT CHARTER |
| COOKE COUNTY | GAINESVILLE ISD | TRADITIONAL ISD/CSD |
| GONZALES COUNTY | GONZALES ISD | TRADITIONAL ISD/CSD |
| HIDALGO COUNTY | VANGUARD ACADEMY | OPEN ENROLLMENT CHARTER |
| ANGELINA COUNTY | HUDSON ISD | TRADITIONAL ISD/CSD |
| AUSTIN COUNTY | SEALY ISD | TRADITIONAL ISD/CSD |
| HARDIN COUNTY | SILSBEE ISD | TRADITIONAL ISD/CSD |
| SCURRY COUNTY | SNYDER ISD | TRADITIONAL ISD/CSD |
| GAINES COUNTY | SEMINOLE ISD | TRADITIONAL ISD/CSD |
| CORYELL COUNTY | GATESVILLE ISD | TRADITIONAL ISD/CSD |
| NUECES COUNTY | ROBSTOWN ISD | TRADITIONAL ISD/CSD |
| HUTCHINSON COUNTY | BORGER ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | TRINITY BASIN PREPARATORY | OPEN ENROLLMENT CHARTER |
| SHELBY COUNTY | CENTER ISD | TRADITIONAL ISD/CSD |
| PANOLA COUNTY | CARTHAGE ISD | TRADITIONAL ISD/CSD |
| HENDERSON COUNTY | BROWNSBORO ISD | TRADITIONAL ISD/CSD |
| LAMAR COUNTY | NORTH LAMAR ISD | TRADITIONAL ISD/CSD |
| MCLENNAN COUNTY | CHINA SPRING ISD | TRADITIONAL ISD/CSD |
| DENTON COUNTY | SANGER ISD | TRADITIONAL ISD/CSD |
| TOM GREEN COUNTY | TEXAS LEADERSHIP | OPEN ENROLLMENT CHARTER |
| TOM GREEN COUNTY | TEXAS LEADERSHIP | OPEN ENROLLMENT CHARTER |
| COLLIN COUNTY | MELISSA ISD | TRADITIONAL ISD/CSD |
| HUNT COUNTY | QUINLAN ISD | TRADITIONAL ISD/CSD |
| ELLIS COUNTY | FERRIS ISD | TRADITIONAL ISD/CSD |
| ELLIS COUNTY | WAXAHACHIE FAITH FAMILY ACADE | OPEN ENROLLMENT CHARTER |
| SMITH COUNTY | BULLARD ISD | TRADITIONAL ISD/CSD |
| BOWIE COUNTY | LIBERTY-EYLAU ISD | TRADITIONAL ISD/CSD |
| MIDLAND COUNTY | GREENWOOD ISD | TRADITIONAL ISD/CSD |
| YOUNG COUNTY | GRAHAM ISD | TRADITIONAL ISD/CSD |
| REEVES COUNTY | PECOS-BARSTOW-TOYAH ISD | TRADITIONAL ISD/CSD |
| CAMERON COUNTY | POINT ISABEL ISD | TRADITIONAL ISD/CSD |
| PECOS COUNTY | FORT STOCKTON ISD | TRADITIONAL ISD/CSD |
| JASPER COUNTY | JASPER ISD | TRADITIONAL ISD/CSD |
| ORANGE COUNTY | WEST ORANGE-COVE CISD | TRADITIONAL ISD/CSD |
| DENTON COUNTY | ARGYLE ISD | TRADITIONAL ISD/CSD |
| COLLIN COUNTY | CELINA ISD | TRADITIONAL ISD/CSD |
| CAMP COUNTY | PITTSBURG ISD | TRADITIONAL ISD/CSD |
| UPSHUR COUNTY | GILMER ISD | TRADITIONAL ISD/CSD |
| VAN ZANDT COUNTY | WILLS POINT ISD | TRADITIONAL ISD/CSD |
| DENTON COUNTY | AUBREY ISD | TRADITIONAL ISD/CSD |
| WALLER COUNTY | ROYAL ISD | TRADITIONAL ISD/CSD |
| MCLENNAN COUNTY | CONNALLY ISD | TRADITIONAL ISD/CSD |

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| VAN ZANDT COUNTY | VAN ISD | TRADITIONAL ISD/CSD |
| OCHILTREE COUNTY | PERRYTON ISD | TRADITIONAL ISD/CSD |
| WARD COUNTY | MONAHANS-WICKETT-PYOTE ISD | TRADITIONAL ISD/CSD |
| MADISON COUNTY | MADISONVILLE CISD | TRADITIONAL ISD/CSD |
| EL PASO COUNTY | FABENS ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | GREAT HEARTS TEXAS | OPEN ENROLLMENT CHARTER |
| HAYS COUNTY | WIMBERLEY ISD | TRADITIONAL ISD/CSD |
| MCLENNAN COUNTY | ROBINSON ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | A W BROWN LEADERSHIP ACADEMY | OPEN ENROLLMENT CHARTER |
| HARDIN COUNTY | HARDIN-JEFFERSON ISD | TRADITIONAL ISD/CSD |
| BANDERA COUNTY | BANDERA ISD | TRADITIONAL ISD/CSD |
| FRIO COUNTY | PEARSALL ISD | TRADITIONAL ISD/CSD |
| AUSTIN COUNTY | BELLVILLE ISD | TRADITIONAL ISD/CSD |
| NOLAN COUNTY | SWEETWATER ISD | TRADITIONAL ISD/CSD |
| BELL COUNTY | RICHARD MILBURN ALTER HIGH SCH | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | HOUSTON GATEWAY ACADEMY INC | OPEN ENROLLMENT CHARTER |
| DIMITT COUNTY | CARRIZO SPRINGS CISD | TRADITIONAL ISD/CSD |
| WHARTON COUNTY | WHARTON ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | NEWMAN INTERNATIONAL ACADEMY | OPEN ENROLLMENT CHARTER |
| SAN PATRICIO COUNTY | INGLESIDE ISD | TRADITIONAL ISD/CSD |
| SAN PATRICIO COUNTY | SINTON ISD | TRADITIONAL ISD/CSD |
| VAN ZANDT COUNTY | CANTON ISD | TRADITIONAL ISD/CSD |
| CHEROKEE COUNTY | RUSK ISD | TRADITIONAL ISD/CSD |
| LIBERTY COUNTY | LIBERTY ISD | TRADITIONAL ISD/CSD |
| BOWIE COUNTY | PLEASANT GROVE ISD | TRADITIONAL ISD/CSD |
| BOWIE COUNTY | PLEASANT GROVE ISD | TRADITIONAL ISD/CSD |
| HILL COUNTY | HILLSBORO ISD | TRADITIONAL ISD/CSD |
| DENTON COUNTY | KRUM ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | UNIVERSAL ACADEMY | OPEN ENROLLMENT CHARTER |
| WISE COUNTY | BRIDGEPORT ISD | TRADITIONAL ISD/CSD |
| COLLIN COUNTY | COMMUNITY ISD | TRADITIONAL ISD/CSD |
| JOHNSON COUNTY | VENUS ISD | TRADITIONAL ISD/CSD |
| WILLACY COUNTY | RAYMONDVILLE ISD | TRADITIONAL ISD/CSD |
| NUECES COUNTY | WEST OSO ISD | TRADITIONAL ISD/CSD |
| MEDINA COUNTY | HONDO ISD | TRADITIONAL ISD/CSD |
| DEWITT COUNTY | CUERO ISD | TRADITIONAL ISD/CSD |
| WILBARGER COUNTY | VERNON ISD | TRADITIONAL ISD/CSD |
| BRAZORIA COUNTY | SWEENEY ISD | TRADITIONAL ISD/CSD |
| DAWSON COUNTY | LAMESA ISD | TRADITIONAL ISD/CSD |
| SAN JACINTO COUNTY | SHEPHERD ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | KIPP DALLAS-FORT WORTH | OPEN ENROLLMENT CHARTER |
| FAYETTE COUNTY | LA GRANGE ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | WAYSIDE SCHOOLS | OPEN ENROLLMENT CHARTER |
| MEDINA COUNTY | DEVINE ISD | TRADITIONAL ISD/CSD |
| CAMERON COUNTY | RIO HONDO ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | BROOKS ACADEMY OF SCIENCE AND | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | PROMISE COMMUNITY SCHOOL | OPEN ENROLLMENT CHARTER |

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| ZAVALA COUNTY | CRYSTAL CITY ISD | TRADITIONAL ISD/CSD |
| GREGG COUNTY | SPRING HILL ISD | TRADITIONAL ISD/CSD |
| LEE COUNTY | GIDDINGS ISD | TRADITIONAL ISD/CSD |
| JIM WELLS COUNTY | ORANGE GROVE ISD | TRADITIONAL ISD/CSD |
| ANGELINA COUNTY | DIBOLL ISD | TRADITIONAL ISD/CSD |
| JOHNSON COUNTY | GODLEY ISD | TRADITIONAL ISD/CSD |
| LIMESTONE COUNTY | GROESBECK ISD | TRADITIONAL ISD/CSD |
| FANNIN COUNTY | BONHAM ISD | TRADITIONAL ISD/CSD |
| MILAM COUNTY | CAMERON ISD | TRADITIONAL ISD/CSD |
| FREESTONE COUNTY | FAIRFIELD ISD | TRADITIONAL ISD/CSD |
| HIDALGO COUNTY | PROGRESO ISD | TRADITIONAL ISD/CSD |
| LLANO COUNTY | LLANO ISD | TRADITIONAL ISD/CSD |
| LIBERTY COUNTY | TARKINGTON ISD | TRADITIONAL ISD/CSD |
| WICHITA COUNTY | IOWA PARK CISD | TRADITIONAL ISD/CSD |
| TERRY COUNTY | BROWNFIELD ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | SOUTHWEST SCHOOL | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | SOUTHWEST SCHOOL | OPEN ENROLLMENT CHARTER |
| JEFFERSON COUNTY | HAMSHIRE-FANNETT ISD | TRADITIONAL ISD/CSD |
| LIMESTONE COUNTY | MEXIA ISD | TRADITIONAL ISD/CSD |
| GREGG COUNTY | GLADEWATER ISD | TRADITIONAL ISD/CSD |
| GUADALUPE COUNTY | NAVARRO ISD | TRADITIONAL ISD/CSD |
| DALLAM COUNTY | DALHART ISD | TRADITIONAL ISD/CSD |
| SAN PATRICIO COUNTY | ARANSAS PASS ISD | TRADITIONAL ISD/CSD |
| ATASCOSA COUNTY | POTEET ISD | TRADITIONAL ISD/CSD |
| SOMERVELL COUNTY | GLEN ROSE ISD | TRADITIONAL ISD/CSD |
| ORANGE COUNTY | ORANGEFIELD ISD | TRADITIONAL ISD/CSD |
| BASTROP COUNTY | SMITHVILLE ISD | TRADITIONAL ISD/CSD |
| BELL COUNTY | SALADO ISD | TRADITIONAL ISD/CSD |
| BURLESON COUNTY | CALDWELL ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | SUNNYVALE ISD | TRADITIONAL ISD/CSD |
| YOAKUM COUNTY | DENVER CITY ISD | TRADITIONAL ISD/CSD |
| ANGELINA COUNTY | HUNTINGTON ISD | TRADITIONAL ISD/CSD |
| GALVESTON COUNTY | HITCHCOCK ISD | TRADITIONAL ISD/CSD |
| HUNT COUNTY | CADDO MILLS ISD | TRADITIONAL ISD/CSD |
| MCLENNAN COUNTY | LORENA ISD | TRADITIONAL ISD/CSD |
| CASS COUNTY | ATLANTA ISD | TRADITIONAL ISD/CSD |
| MONTAGUE COUNTY | BOWIE ISD | TRADITIONAL ISD/CSD |
| RAINS COUNTY | RAINS ISD | TRADITIONAL ISD/CSD |
| SAN PATRICIO COUNTY | MATHIS ISD | TRADITIONAL ISD/CSD |
| RUSK COUNTY | TATUM ISD | TRADITIONAL ISD/CSD |
| LUBBOCK COUNTY | SHALLOWATER ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | ADVANTAGE ACADEMY | OPEN ENROLLMENT CHARTER |
| WALLER COUNTY | HEMPSTEAD ISD | TRADITIONAL ISD/CSD |
| WOOD COUNTY | MINEOLA ISD | TRADITIONAL ISD/CSD |
| FRANKLIN COUNTY | MOUNT VERNON ISD | TRADITIONAL ISD/CSD |
| DEWITT COUNTY | YOAKUM ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | THE VARNETT PUBLIC SCHOOL | OPEN ENROLLMENT CHARTER |

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| HUNT COUNTY | COMMERCE ISD | TRADITIONAL ISD/CSD |
| ATASCOSA COUNTY | LYTLE ISD | TRADITIONAL ISD/CSD |
| ANDERSON COUNTY | WESTWOOD ISD | TRADITIONAL ISD/CSD |
| GRAYSON COUNTY | WHITESBORO ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | FT SAM HOUSTON ISD | TRADITIONAL ISD/CSD |
| COLLIN COUNTY | FARMERSVILLE ISD | TRADITIONAL ISD/CSD |
| GRAYSON COUNTY | VAN ALSTYNE ISD | TRADITIONAL ISD/CSD |
| BROOKS COUNTY | BROOKS COUNTY ISD | TRADITIONAL ISD/CSD |
| ATASCOSA COUNTY | JOURDANTON ISD | TRADITIONAL ISD/CSD |
| COLORADO COUNTY | COLUMBUS ISD | TRADITIONAL ISD/CSD |
| WILLACY COUNTY | LYFORD CISD | TRADITIONAL ISD/CSD |
| JACKSON COUNTY | EDNA ISD | TRADITIONAL ISD/CSD |
| HENDERSON COUNTY | EUSTACE ISD | TRADITIONAL ISD/CSD |
| KAUFMAN COUNTY | KEMP ISD | TRADITIONAL ISD/CSD |
| MILAM COUNTY | ROCKDALE ISD | TRADITIONAL ISD/CSD |
| JASPER COUNTY | KIRBYVILLE CISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | SCHOOL OF SCIENCE AND TECHNOLOGY | OPEN ENROLLMENT CHARTER |
| ANGELINA COUNTY | CENTRAL ISD | TRADITIONAL ISD/CSD |
| BELL COUNTY | ACADEMY ISD | TRADITIONAL ISD/CSD |
| POTTER COUNTY | BUSHLAND ISD | TRADITIONAL ISD/CSD |
| SAN JACINTO COUNTY | COLDSRING-OAKHURST CISD | TRADITIONAL ISD/CSD |
| HILL COUNTY | WHITNEY ISD | TRADITIONAL ISD/CSD |
| GREGG COUNTY | WHITE OAK ISD | TRADITIONAL ISD/CSD |
| WOOD COUNTY | WINNSBORO ISD | TRADITIONAL ISD/CSD |
| STEPHENS COUNTY | BRECKENRIDGE ISD | TRADITIONAL ISD/CSD |
| BELL COUNTY | TROY ISD | TRADITIONAL ISD/CSD |
| WILLIAMSON COUNTY | JARRELL ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | ARLINGTON CLASSICS ACADEMY | OPEN ENROLLMENT CHARTER |
| LIBERTY COUNTY | HARDIN ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | GOLDEN RULE CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | GOLDEN RULE CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| CHAMBERS COUNTY | EAST CHAMBERS ISD | TRADITIONAL ISD/CSD |
| SMITH COUNTY | CUMBERLAND ACADEMY | OPEN ENROLLMENT CHARTER |
| CALLAHAN COUNTY | CLYDE CISD | TRADITIONAL ISD/CSD |
| BELL COUNTY | ORENDA CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| MCLENNAN COUNTY | MCGREGOR ISD | TRADITIONAL ISD/CSD |
| JASPER COUNTY | BUNA ISD | TRADITIONAL ISD/CSD |
| GREGG COUNTY | SABINE ISD | TRADITIONAL ISD/CSD |
| BAILEY COUNTY | MULESHOE ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | LAGO VISTA ISD | TRADITIONAL ISD/CSD |
| MATAGORDA COUNTY | PALACIOS ISD | TRADITIONAL ISD/CSD |
| CALDWELL COUNTY | LULING ISD | TRADITIONAL ISD/CSD |
| GUADALUPE COUNTY | MARION ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | RANDOLPH FIELD ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | WINFREE ACADEMY CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| WILLIAMSON COUNTY | MERIDIAN WORLD SCHOOL LLC | OPEN ENROLLMENT CHARTER |
| GRAYSON COUNTY | POTTSBORO ISD | TRADITIONAL ISD/CSD |

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| WINKLER COUNTY | KERMIT ISD | TRADITIONAL ISD/CSD |
| LAMB COUNTY | LITTLEFIELD ISD | TRADITIONAL ISD/CSD |
| HOUSTON COUNTY | CROCKETT ISD | TRADITIONAL ISD/CSD |
| NUECES COUNTY | BISHOP CISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | BASIS TEXAS | OPEN ENROLLMENT CHARTER |
| DUVAL COUNTY | SAN DIEGO ISD | TRADITIONAL ISD/CSD |
| COMANCHE COUNTY | COMANCHE ISD | TRADITIONAL ISD/CSD |
| LA SALLE COUNTY | COTULLA ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | LEGACY PREPARATORY | OPEN ENROLLMENT CHARTER |
| DENTON COUNTY | PILOT POINT ISD | TRADITIONAL ISD/CSD |
| HENDERSON COUNTY | MALAKOFF ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | GEORGE GERVIN ACADEMY | OPEN ENROLLMENT CHARTER |
| HIDALGO COUNTY | HORIZON MONTESSORI PUBLIC SCH | OPEN ENROLLMENT CHARTER |
| BOWIE COUNTY | NEW BOSTON ISD | TRADITIONAL ISD/CSD |
| PRESIDIO COUNTY | PRESIDIO ISD | TRADITIONAL ISD/CSD |
| COLORADO COUNTY | RICE CISD | TRADITIONAL ISD/CSD |
| GOLIAD COUNTY | GOLIAD ISD | TRADITIONAL ISD/CSD |
| PARKER COUNTY | BROCK ISD | TRADITIONAL ISD/CSD |
| MCLENNAN COUNTY | WEST ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | RAUL YZAGUIRRE SCHOOL FOR SUCC | OPEN ENROLLMENT CHARTER |
| DENTON COUNTY | PONDER ISD | TRADITIONAL ISD/CSD |
| CHAMBERS COUNTY | ANAHUAC ISD | TRADITIONAL ISD/CSD |
| TYLER COUNTY | WOODVILLE ISD | TRADITIONAL ISD/CSD |
| POTTER COUNTY | RIVER ROAD ISD | TRADITIONAL ISD/CSD |
| TYLER COUNTY | WARREN ISD | TRADITIONAL ISD/CSD |
| ANDERSON COUNTY | ELKHART ISD | TRADITIONAL ISD/CSD |
| MARION COUNTY | JEFFERSON ISD | TRADITIONAL ISD/CSD |
| CASS COUNTY | HUGHES SPRINGS ISD | TRADITIONAL ISD/CSD |
| FREESTONE COUNTY | TEAGUE ISD | TRADITIONAL ISD/CSD |
| TRINITY COUNTY | TRINITY ISD | TRADITIONAL ISD/CSD |
| LUBBOCK COUNTY | SLATON ISD | TRADITIONAL ISD/CSD |
| CASTRO COUNTY | DIMMITT ISD | TRADITIONAL ISD/CSD |
| WISE COUNTY | BOYD ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | SCHOOL OF SCIENCE AND TECHNOLI | OPEN ENROLLMENT CHARTER |
| COLLIN COUNTY | IMAGINE INTERNATIONAL ACADEM' | OPEN ENROLLMENT CHARTER |
| ROBERTSON COUNTY | FRANKLIN ISD | TRADITIONAL ISD/CSD |
| MCCULLOCH COUNTY | BRADY ISD | TRADITIONAL ISD/CSD |
| JACKSON COUNTY | INDUSTRIAL ISD | TRADITIONAL ISD/CSD |
| ELLIS COUNTY | PALMER ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | THE RHODES SCHOOL | OPEN ENROLLMENT CHARTER |
| JIM HOGG COUNTY | JIM HOGG COUNTY ISD | TRADITIONAL ISD/CSD |
| ERATH COUNTY | DUBLIN ISD | TRADITIONAL ISD/CSD |
| JOHNSON COUNTY | GRANDVIEW ISD | TRADITIONAL ISD/CSD |
| WISE COUNTY | PARADISE ISD | TRADITIONAL ISD/CSD |
| HARDIN COUNTY | KOUNTZE ISD | TRADITIONAL ISD/CSD |
| BROWN COUNTY | EARLY ISD | TRADITIONAL ISD/CSD |
| TAYLOR COUNTY | JIM NED CISD | TRADITIONAL ISD/CSD |

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| NACOGDOCHES COUNTY | CENTRAL HEIGHTS ISD | TRADITIONAL ISD/CSD |
| COOKE COUNTY | CALLISBURG ISD | TRADITIONAL ISD/CSD |
| PARMER COUNTY | FRIONA ISD | TRADITIONAL ISD/CSD |
| CHILDRESS COUNTY | CHILDRESS ISD | TRADITIONAL ISD/CSD |
| KENDALL COUNTY | COMFORT ISD | TRADITIONAL ISD/CSD |
| EL PASO COUNTY | TORNILLO ISD | TRADITIONAL ISD/CSD |
| BREWSTER COUNTY | ALPINE ISD | TRADITIONAL ISD/CSD |
| WHARTON COUNTY | BOLING ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | INSPIRED VISION ACADEMY | OPEN ENROLLMENT CHARTER |
| LAMAR COUNTY | PRAIRILAND ISD | TRADITIONAL ISD/CSD |
| GALVESTON COUNTY | ODYSSEY ACADEMY INC | OPEN ENROLLMENT CHARTER |
| LAVACA COUNTY | HALLETTVILLE ISD | TRADITIONAL ISD/CSD |
| SWISHER COUNTY | TULIA ISD | TRADITIONAL ISD/CSD |
| SAN PATRICIO COUNTY | TAFT ISD | TRADITIONAL ISD/CSD |
| TOM GREEN COUNTY | GRAPE CREEK ISD | TRADITIONAL ISD/CSD |
| PARKER COUNTY | PEASTER ISD | TRADITIONAL ISD/CSD |
| BOWIE COUNTY | REDWATER ISD | TRADITIONAL ISD/CSD |
| CRANE COUNTY | CRANE ISD | TRADITIONAL ISD/CSD |
| WOOD COUNTY | QUITMAN ISD | TRADITIONAL ISD/CSD |
| TOM GREEN COUNTY | WALL ISD | TRADITIONAL ISD/CSD |
| CAMERON COUNTY | SANTA ROSA ISD | TRADITIONAL ISD/CSD |
| EASTLAND COUNTY | EASTLAND ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | SER-NINOS CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| TAYLOR COUNTY | MERKEL ISD | TRADITIONAL ISD/CSD |
| UPSHUR COUNTY | HARMONY ISD | TRADITIONAL ISD/CSD |
| ELLIS COUNTY | MAYPEARL ISD | TRADITIONAL ISD/CSD |
| KERR COUNTY | INGRAM ISD | TRADITIONAL ISD/CSD |
| SMITH COUNTY | TROUP ISD | TRADITIONAL ISD/CSD |
| MEDINA COUNTY | NATALIA ISD | TRADITIONAL ISD/CSD |
| MEDINA COUNTY | NATALIA ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | LA ACADEMIA DE ESTRELLAS | OPEN ENROLLMENT CHARTER |
| UPSHUR COUNTY | NEW DIANA ISD | TRADITIONAL ISD/CSD |
| VAN ZANDT COUNTY | GRAND SALINE ISD | TRADITIONAL ISD/CSD |
| VAN ZANDT COUNTY | GRAND SALINE ISD | TRADITIONAL ISD/CSD |
| RUSK COUNTY | WEST RUSK COUNTY CONSOLIDATEI | TRADITIONAL ISD/CSD |
| HIDALGO COUNTY | MONTE ALTO ISD | TRADITIONAL ISD/CSD |
| KARNES COUNTY | KARNES CITY ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | A+ ACADEMY | OPEN ENROLLMENT CHARTER |
| GONZALES COUNTY | NIXON-SMILEY CISD | TRADITIONAL ISD/CSD |
| GRAYSON COUNTY | HOWE ISD | TRADITIONAL ISD/CSD |
| LUBBOCK COUNTY | ROOSEVELT ISD | TRADITIONAL ISD/CSD |
| JOHNSON COUNTY | KEENE ISD | TRADITIONAL ISD/CSD |
| LIVE OAK COUNTY | GEORGE WEST ISD | TRADITIONAL ISD/CSD |
| MATAGORDA COUNTY | VAN VLECK ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | LACKLAND ISD | TRADITIONAL ISD/CSD |
| MORRIS COUNTY | DAINGERFIELD-LONE STAR ISD | TRADITIONAL ISD/CSD |
| ANGELINA COUNTY | PINEYWOODS COMMUNITY ACADEM | OPEN ENROLLMENT CHARTER |

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| SMITH COUNTY | WINONA ISD | TRADITIONAL ISD/CSD |
| NEWTON COUNTY | NEWTON ISD | TRADITIONAL ISD/CSD |
| CASS COUNTY | QUEEN CITY ISD | TRADITIONAL ISD/CSD |
| HUNT COUNTY | LONE OAK ISD | TRADITIONAL ISD/CSD |
| BLANCO COUNTY | BLANCO ISD | TRADITIONAL ISD/CSD |
| POLK COUNTY | ONALASKA ISD | TRADITIONAL ISD/CSD |
| LUBBOCK COUNTY | IDALOU ISD | TRADITIONAL ISD/CSD |
| WILLIAMSON COUNTY | FLORENCE ISD | TRADITIONAL ISD/CSD |
| TITUS COUNTY | CHAPEL HILL ISD | TRADITIONAL ISD/CSD |
| WALKER COUNTY | NEW WAVERLY ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | FOCUS LEARNING ACADEMY | OPEN ENROLLMENT CHARTER |
| KAUFMAN COUNTY | SCURRY-ROSSER ISD | TRADITIONAL ISD/CSD |
| WHARTON COUNTY | EAST BERNARD ISD | TRADITIONAL ISD/CSD |
| JACK COUNTY | JACKSBORO ISD | TRADITIONAL ISD/CSD |
| SAN PATRICIO COUNTY | ODEM-EDROY ISD | TRADITIONAL ISD/CSD |
| WICHITA COUNTY | CITY VIEW ISD | TRADITIONAL ISD/CSD |
| MITCHELL COUNTY | COLORADO ISD | TRADITIONAL ISD/CSD |
| HEMPHILL COUNTY | CANADIAN ISD | TRADITIONAL ISD/CSD |
| BOSQUE COUNTY | CLIFTON ISD | TRADITIONAL ISD/CSD |
| FRIO COUNTY | DILLEY ISD | TRADITIONAL ISD/CSD |
| LEE COUNTY | LEXINGTON ISD | TRADITIONAL ISD/CSD |
| MARTIN COUNTY | STANTON ISD | TRADITIONAL ISD/CSD |
| PARKER COUNTY | MILLSAP ISD | TRADITIONAL ISD/CSD |
| EL PASO COUNTY | BURNHAM WOOD CHARTER SCHOO | OPEN ENROLLMENT CHARTER |
| ARCHER COUNTY | HOLLIDAY ISD | TRADITIONAL ISD/CSD |
| NUECES COUNTY | LONDON ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | NYOS CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| BROWN COUNTY | BANGS ISD | TRADITIONAL ISD/CSD |
| LEON COUNTY | BUFFALO ISD | TRADITIONAL ISD/CSD |
| VAN ZANDT COUNTY | EDGEWOOD ISD | TRADITIONAL ISD/CSD |
| NUECES COUNTY | BANQUETE ISD | TRADITIONAL ISD/CSD |
| HARRISON COUNTY | WASKOM ISD | TRADITIONAL ISD/CSD |
| RUNNELS COUNTY | BALLINGER ISD | TRADITIONAL ISD/CSD |
| MORRIS COUNTY | PEWITT CISD | TRADITIONAL ISD/CSD |
| NAVARRO COUNTY | BLOOMING GROVE ISD | TRADITIONAL ISD/CSD |
| CLAY COUNTY | HENRIETTA ISD | TRADITIONAL ISD/CSD |
| NAVARRO COUNTY | RICE ISD | TRADITIONAL ISD/CSD |
| POTTER COUNTY | HIGHLAND PARK ISD | TRADITIONAL ISD/CSD |
| HOWARD COUNTY | COAHOMA ISD | TRADITIONAL ISD/CSD |
| BOWIE COUNTY | HOOKS ISD | TRADITIONAL ISD/CSD |
| LAMAR COUNTY | CHISUM ISD | TRADITIONAL ISD/CSD |
| FANNIN COUNTY | LEONARD ISD | TRADITIONAL ISD/CSD |
| POLK COUNTY | CORRIGAN-CAMDEN ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | MANARA ACADEMY | OPEN ENROLLMENT CHARTER |
| SABINE COUNTY | HEMPHILL ISD | TRADITIONAL ISD/CSD |
| HARRISON COUNTY | ELYSIAN FIELDS ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | SOUTHWEST PREPARATORY SCHOO | OPEN ENROLLMENT CHARTER |

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| VICTORIA COUNTY | BLOOMINGTON ISD | TRADITIONAL ISD/CSD |
| COLEMAN COUNTY | COLEMAN ISD | TRADITIONAL ISD/CSD |
| EASTLAND COUNTY | CISCO ISD | TRADITIONAL ISD/CSD |
| WOOD COUNTY | ALBA-GOLDEN ISD | TRADITIONAL ISD/CSD |
| UPSHUR COUNTY | ORE CITY ISD | TRADITIONAL ISD/CSD |
| GRAYSON COUNTY | S AND S CISD | TRADITIONAL ISD/CSD |
| ROBERTSON COUNTY | HEARNE ISD | TRADITIONAL ISD/CSD |
| DENTON COUNTY | LEADERSHIP PREP SCHOOL | OPEN ENROLLMENT CHARTER |
| MATAGORDA COUNTY | TIDEHAVEN ISD | TRADITIONAL ISD/CSD |
| GARZA COUNTY | POST ISD | TRADITIONAL ISD/CSD |
| FALLS COUNTY | MARLIN ISD | TRADITIONAL ISD/CSD |
| EL PASO COUNTY | ANTHONY ISD | TRADITIONAL ISD/CSD |
| BELL COUNTY | ROGERS ISD | TRADITIONAL ISD/CSD |
| GRIMES COUNTY | ANDERSON-SHIRO CISD | TRADITIONAL ISD/CSD |
| HANSFORD COUNTY | SPEARMAN ISD | TRADITIONAL ISD/CSD |
| REAGAN COUNTY | REAGAN COUNTY ISD | TRADITIONAL ISD/CSD |
| JEFFERSON COUNTY | BOB HOPE SCHOOL | OPEN ENROLLMENT CHARTER |
| SMITH COUNTY | ARP ISD | TRADITIONAL ISD/CSD |
| ANDERSON COUNTY | FRANKSTON ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | WESTLAKE ACADEMY CHARTER SCH | OPEN ENROLLMENT CHARTER |
| BEE COUNTY | SKIDMORE-TYNAN ISD | TRADITIONAL ISD/CSD |
| WILSON COUNTY | POTH ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | JOHN H WOOD JR PUBLIC CHARTER | OPEN ENROLLMENT CHARTER |
| SUTTON COUNTY | SONORA ISD | TRADITIONAL ISD/CSD |
| DELTA COUNTY | COOPER ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | SCHOOL OF EXCELLENCE IN EDUCAT | OPEN ENROLLMENT CHARTER |
| BOWIE COUNTY | DEKALB ISD | TRADITIONAL ISD/CSD |
| GRAYSON COUNTY | GUNTER ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | GEORGE I SANCHEZ CHARTER | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | VILLAGE TECH SCHOOLS | OPEN ENROLLMENT CHARTER |
| MCLENNAN COUNTY | RAPOPORT ACADEMY PUBLIC SCHO | OPEN ENROLLMENT CHARTER |
| BELL COUNTY | PRIORITY CHARTER SCHOOLS | OPEN ENROLLMENT CHARTER |
| HAMILTON COUNTY | HAMILTON ISD | TRADITIONAL ISD/CSD |
| GRAYSON COUNTY | WHITEWRIGHT ISD | TRADITIONAL ISD/CSD |
| DUVAL COUNTY | FREER ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | HIGH POINT ACADEMY | OPEN ENROLLMENT CHARTER |
| FLOYD COUNTY | FLOYDADA ISD | TRADITIONAL ISD/CSD |
| LUBBOCK COUNTY | NEW DEAL ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | EVOLUTION ACADEMY CHARTER SCI | OPEN ENROLLMENT CHARTER |
| AUSTIN COUNTY | BRAZOS ISD | TRADITIONAL ISD/CSD |
| HALE COUNTY | ABERNATHY ISD | TRADITIONAL ISD/CSD |
| MONTAGUE COUNTY | NOCONA ISD | TRADITIONAL ISD/CSD |
| KARNES COUNTY | KENEDY ISD | TRADITIONAL ISD/CSD |
| WILSON COUNTY | STOCKDALE ISD | TRADITIONAL ISD/CSD |
| CROCKETT COUNTY | CROCKETT COUNTY CONSOLIDATED | TRADITIONAL ISD/CSD |
| HOOD COUNTY | TOLAR ISD | TRADITIONAL ISD/CSD |
| MCLENNAN COUNTY | AXTELL ISD | TRADITIONAL ISD/CSD |

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| COOKE COUNTY | VALLEY VIEW ISD | TRADITIONAL ISD/CSD |
| NACOGDOCHES COUNTY | WODEN ISD | TRADITIONAL ISD/CSD |
| JACKSON COUNTY | GANADO ISD | TRADITIONAL ISD/CSD |
| BRAZORIA COUNTY | DANBURY ISD | TRADITIONAL ISD/CSD |
| HARRISON COUNTY | HARLETON ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | ARISTOI CLASSICAL ACADEMY | OPEN ENROLLMENT CHARTER |
| SHELBY COUNTY | SHELBYVILLE ISD | TRADITIONAL ISD/CSD |
| ECTOR COUNTY | COMPASS ACADEMY CHARTER SCHC | OPEN ENROLLMENT CHARTER |
| GRAYSON COUNTY | BELLS ISD | TRADITIONAL ISD/CSD |
| LEON COUNTY | LEON ISD | TRADITIONAL ISD/CSD |
| TRINITY COUNTY | GROVETON ISD | TRADITIONAL ISD/CSD |
| FAYETTE COUNTY | SCHULENBURG ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | ACADEMY OF ACCELERATED LEARNI | OPEN ENROLLMENT CHARTER |
| UPSHUR COUNTY | UNION GROVE ISD | TRADITIONAL ISD/CSD |
| COLLIN COUNTY | BLUE RIDGE ISD | TRADITIONAL ISD/CSD |
| HOPKINS COUNTY | COMO-PICKTON CISD | TRADITIONAL ISD/CSD |
| HOWARD COUNTY | FORSAN ISD | TRADITIONAL ISD/CSD |
| JONES COUNTY | ANSON ISD | TRADITIONAL ISD/CSD |
| JONES COUNTY | HAWLEY ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | NEW FRONTIERS CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| HUTCHINSON COUNTY | SANFORD-FRITCH ISD | TRADITIONAL ISD/CSD |
| SAN SABA COUNTY | SAN SABA ISD | TRADITIONAL ISD/CSD |
| JOHNSON COUNTY | RIO VISTA ISD | TRADITIONAL ISD/CSD |
| REFUGIO COUNTY | REFUGIO ISD | TRADITIONAL ISD/CSD |
| KLEBERG COUNTY | SANTA GERTRUDIS ISD | TRADITIONAL ISD/CSD |
| SAN AUGUSTINE COUNTY | SAN AUGUSTINE ISD | TRADITIONAL ISD/CSD |
| NAVARRO COUNTY | MILDRED ISD | TRADITIONAL ISD/CSD |
| MCLENNAN COUNTY | BRUCEVILLE-EDDY ISD | TRADITIONAL ISD/CSD |
| WISE COUNTY | ALVORD ISD | TRADITIONAL ISD/CSD |
| WOOD COUNTY | HAWKINS ISD | TRADITIONAL ISD/CSD |
| UPSHUR COUNTY | BIG SANDY ISD | TRADITIONAL ISD/CSD |
| KLEBERG COUNTY | RICARDO ISD | TRADITIONAL ISD/CSD |
| YOUNG COUNTY | OLNEY ISD | TRADITIONAL ISD/CSD |
| COMANCHE COUNTY | DE LEON ISD | TRADITIONAL ISD/CSD |
| CASS COUNTY | LINDEN-KILDARE CISD | TRADITIONAL ISD/CSD |
| MASON COUNTY | MASON ISD | TRADITIONAL ISD/CSD |
| NACOGDOCHES COUNTY | GARRISON ISD | TRADITIONAL ISD/CSD |
| CARSON COUNTY | PANHANDLE ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | AUSTIN ACHIEVE PUBLIC SCHOOLS | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | NOVA ACADEMY (SOUTHEAST) | OPEN ENROLLMENT CHARTER |
| BELL COUNTY | HOLLAND ISD | TRADITIONAL ISD/CSD |
| LIVE OAK COUNTY | THREE RIVERS ISD | TRADITIONAL ISD/CSD |
| HUTCHINSON COUNTY | PLEMONS-STINNETT-PHILLIPS CISD | TRADITIONAL ISD/CSD |
| CAMERON COUNTY | SANTA MARIA ISD | TRADITIONAL ISD/CSD |
| SHELBY COUNTY | JOAQUIN ISD | TRADITIONAL ISD/CSD |
| BLANCO COUNTY | JOHNSON CITY ISD | TRADITIONAL ISD/CSD |
| GRAYSON COUNTY | TOM BEAN ISD | TRADITIONAL ISD/CSD |

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| HILL COUNTY | ITASCA ISD | TRADITIONAL ISD/CSD |
| RED RIVER COUNTY | RIVERCREST ISD | TRADITIONAL ISD/CSD |
| MCLENNAN COUNTY | BOSQUEVILLE ISD | TRADITIONAL ISD/CSD |
| PANOLA COUNTY | BECKVILLE ISD | TRADITIONAL ISD/CSD |
| SABINE COUNTY | WEST SABINE ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | EAST AUSTIN COLLEGE PREP | OPEN ENROLLMENT CHARTER |
| MCLENNAN COUNTY | MOODY ISD | TRADITIONAL ISD/CSD |
| HOCKLEY COUNTY | SUNDOWN ISD | TRADITIONAL ISD/CSD |
| WILLIAMSON COUNTY | THRALL ISD | TRADITIONAL ISD/CSD |
| HUNT COUNTY | BLAND ISD | TRADITIONAL ISD/CSD |
| HUNT COUNTY | WOLFE CITY ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | DRAW ACADEMY | OPEN ENROLLMENT CHARTER |
| JONES COUNTY | STAMFORD ISD | TRADITIONAL ISD/CSD |
| LEON COUNTY | CENTERVILLE ISD | TRADITIONAL ISD/CSD |
| RUSK COUNTY | CARLISLE ISD | TRADITIONAL ISD/CSD |
| COLORADO COUNTY | WEIMAR ISD | TRADITIONAL ISD/CSD |
| FALLS COUNTY | ROSEBUD-LOTT ISD | TRADITIONAL ISD/CSD |
| CHEROKEE COUNTY | ALTO ISD | TRADITIONAL ISD/CSD |
| LAVACA COUNTY | SHINER ISD | TRADITIONAL ISD/CSD |
| SMITH COUNTY | UT TYLER INNOVATION ACADEMY | OPEN ENROLLMENT CHARTER |
| KIMBLE COUNTY | JUNCTION ISD | TRADITIONAL ISD/CSD |
| SHELBY COUNTY | TIMPSON ISD | TRADITIONAL ISD/CSD |
| ROBERTSON COUNTY | MUMFORD ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | UME PREPARATORY ACADEMY | OPEN ENROLLMENT CHARTER |
| BOSQUE COUNTY | VALLEY MILLS ISD | TRADITIONAL ISD/CSD |
| HALE COUNTY | HALE CENTER ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | CITYSCAPE SCHOOLS | OPEN ENROLLMENT CHARTER |
| KINNEY COUNTY | BRACKETT ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | GATEWAY CHARTER ACADEMY | OPEN ENROLLMENT CHARTER |
| MCLENNAN COUNTY | RIESEL ISD | TRADITIONAL ISD/CSD |
| LAMB COUNTY | OLTON ISD | TRADITIONAL ISD/CSD |
| NAVARRO COUNTY | KERENS ISD | TRADITIONAL ISD/CSD |
| COLLINGSWORTH COUNTY | WELLINGTON ISD | TRADITIONAL ISD/CSD |
| WISE COUNTY | CHICO ISD | TRADITIONAL ISD/CSD |
| GILLESPIE COUNTY | HARPER ISD | TRADITIONAL ISD/CSD |
| FANNIN COUNTY | HONEY GROVE ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | PEGASUS SCHOOL OF LIBERAL ARTS | OPEN ENROLLMENT CHARTER |
| HASKELL COUNTY | HASKELL CISD | TRADITIONAL ISD/CSD |
| COMAL COUNTY | TRINITY CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| NOLAN COUNTY | ROSCOE COLLEGIATE ISD | TRADITIONAL ISD/CSD |
| HIDALGO COUNTY | LA VILLA ISD | TRADITIONAL ISD/CSD |
| BAYLOR COUNTY | SEYMOUR ISD | TRADITIONAL ISD/CSD |
| KERR COUNTY | CENTER POINT ISD | TRADITIONAL ISD/CSD |
| NEWTON COUNTY | DEWEYVILLE ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | UNIVERSITY OF TEXAS UNIVERSITY C | OPEN ENROLLMENT CHARTER |
| LYNN COUNTY | TAHOKA ISD | TRADITIONAL ISD/CSD |
| ELLIS COUNTY | ITALY ISD | TRADITIONAL ISD/CSD |

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| HAMILTON COUNTY | HICO ISD | TRADITIONAL ISD/CSD |
| HARDEMAN COUNTY | QUANAH ISD | TRADITIONAL ISD/CSD |
| SHERMAN COUNTY | STRATFORD ISD | TRADITIONAL ISD/CSD |
| ANDERSON COUNTY | CAYUGA ISD | TRADITIONAL ISD/CSD |
| SHELBY COUNTY | TENAHA ISD | TRADITIONAL ISD/CSD |
| TITUS COUNTY | HARTS BLUFF ISD | TRADITIONAL ISD/CSD |
| MILAM COUNTY | THORNDALE ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | SAN ANTONIO SCHOOL FOR INQUIR' | OPEN ENROLLMENT CHARTER |
| FAYETTE COUNTY | FLATONIA ISD | TRADITIONAL ISD/CSD |
| RUNNELS COUNTY | WINTERS ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | RICHLAND COLLEGIATE HIGH SCHOC | OPEN ENROLLMENT CHARTER |
| GAINES COUNTY | SEAGRAVES ISD | TRADITIONAL ISD/CSD |
| SCHLEICHER COUNTY | SCHLEICHER ISD | TRADITIONAL ISD/CSD |
| LEON COUNTY | NORMANGEE ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | FORT WORTH ACADEMY OF FINE AR | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | EXCEL ACADEMY | OPEN ENROLLMENT CHARTER |
| ECTOR COUNTY | UTPB STEM ACADEMY | OPEN ENROLLMENT CHARTER |
| HARDIN COUNTY | WEST HARDIN COUNTY CISD | TRADITIONAL ISD/CSD |
| MILLS COUNTY | GOLDTHWAITE ISD | TRADITIONAL ISD/CSD |
| NACOGDOCHES COUNTY | CUSHING ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | AUSTIN DISCOVERY SCHOOL | OPEN ENROLLMENT CHARTER |
| PARKER COUNTY | POOLVILLE ISD | TRADITIONAL ISD/CSD |
| NUECES COUNTY | PORT ARANSAS ISD | TRADITIONAL ISD/CSD |
| CROSBY COUNTY | RALLS ISD | TRADITIONAL ISD/CSD |
| MCLENNAN COUNTY | CRAWFORD ISD | TRADITIONAL ISD/CSD |
| MOORE COUNTY | SUNRAY ISD | TRADITIONAL ISD/CSD |
| CHEROKEE COUNTY | NEW SUMMERFIELD ISD | TRADITIONAL ISD/CSD |
| HENDERSON COUNTY | CROSS ROADS ISD | TRADITIONAL ISD/CSD |
| UPTON COUNTY | MCCAMEY ISD | TRADITIONAL ISD/CSD |
| JIM WELLS COUNTY | BEN BOLT-PALITO BLANCO ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | BETA ACADEMY | OPEN ENROLLMENT CHARTER |
| PARMER COUNTY | FARWELL ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | TWO DIMENSIONS PREPARATORY A | OPEN ENROLLMENT CHARTER |
| HOUSTON COUNTY | LOVELADY ISD | TRADITIONAL ISD/CSD |
| HUNT COUNTY | BOLES ISD | TRADITIONAL ISD/CSD |
| RED RIVER COUNTY | DETROIT ISD | TRADITIONAL ISD/CSD |
| PECOS COUNTY | IRAAN-SHEFFIELD ISD | TRADITIONAL ISD/CSD |
| FANNIN COUNTY | TRENTON ISD | TRADITIONAL ISD/CSD |
| POLK COUNTY | BIG SANDY ISD | TRADITIONAL ISD/CSD |
| GRAYSON COUNTY | TIOGA ISD | TRADITIONAL ISD/CSD |
| MCLENNAN COUNTY | MART ISD | TRADITIONAL ISD/CSD |
| FANNIN COUNTY | SAM RAYBURN ISD | TRADITIONAL ISD/CSD |
| GRAYSON COUNTY | COLLINSVILLE ISD | TRADITIONAL ISD/CSD |
| CLAY COUNTY | PETROLIA CISD | TRADITIONAL ISD/CSD |
| JEFFERSON COUNTY | TEKOA ACADEMY OF ACCELERATED | OPEN ENROLLMENT CHARTER |
| HALL COUNTY | MEMPHIS ISD | TRADITIONAL ISD/CSD |
| VAN ZANDT COUNTY | MARTINS MILL ISD | TRADITIONAL ISD/CSD |

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| RUSK COUNTY | OVERTON ISD | TRADITIONAL ISD/CSD |
| RED RIVER COUNTY | CLARKSVILLE ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | EAST FORT WORTH MONTESSORI AC | OPEN ENROLLMENT CHARTER |
| SHACKELFORD COUNTY | ALBANY ISD | TRADITIONAL ISD/CSD |
| COOKE COUNTY | MUENSTER ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | CHAPEL HILL ACADEMY | OPEN ENROLLMENT CHARTER |
| HOPKINS COUNTY | NORTH HOPKINS ISD | TRADITIONAL ISD/CSD |
| DEWITT COUNTY | YORKTOWN ISD | TRADITIONAL ISD/CSD |
| FREESTONE COUNTY | WORTHAM ISD | TRADITIONAL ISD/CSD |
| FALLS COUNTY | CHILTON ISD | TRADITIONAL ISD/CSD |
| JIM WELLS COUNTY | PREMONT ISD | TRADITIONAL ISD/CSD |
| REFUGIO COUNTY | WOODSBORO ISD | TRADITIONAL ISD/CSD |
| HUNT COUNTY | CELESTE ISD | TRADITIONAL ISD/CSD |
| MONTGOMERY COUNTY | TEXAS SERENITY ACADEMY | OPEN ENROLLMENT CHARTER |
| HOUSTON COUNTY | GRAPELAND ISD | TRADITIONAL ISD/CSD |
| BOWIE COUNTY | RED LICK ISD | TRADITIONAL ISD/CSD |
| UVALDE COUNTY | SABINAL ISD | TRADITIONAL ISD/CSD |
| ATASCOSA COUNTY | CHARLOTTE ISD | TRADITIONAL ISD/CSD |
| HOUSTON COUNTY | LATEXO ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | AMIGOS POR VIDA-FRIENDS FOR LIF | OPEN ENROLLMENT CHARTER |
| PARMER COUNTY | BOVINA ISD | TRADITIONAL ISD/CSD |
| PANOLA COUNTY | GARY ISD | TRADITIONAL ISD/CSD |
| JASPER COUNTY | EVADALE ISD | TRADITIONAL ISD/CSD |
| BOWIE COUNTY | SIMMS ISD | TRADITIONAL ISD/CSD |
| BRAZOS COUNTY | ARROW ACADEMY | OPEN ENROLLMENT CHARTER |
| COOKE COUNTY | LINDSAY ISD | TRADITIONAL ISD/CSD |
| NUECES COUNTY | SEASHORE CHARTER SCHOOLS | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | BEATRICE MAYES INSTITUTE CHARTI | OPEN ENROLLMENT CHARTER |
| ARCHER COUNTY | ARCHER CITY ISD | TRADITIONAL ISD/CSD |
| ZAVALA COUNTY | LA PRYOR ISD | TRADITIONAL ISD/CSD |
| WHARTON COUNTY | LOUISE ISD | TRADITIONAL ISD/CSD |
| DONLEY COUNTY | CLARENDON ISD | TRADITIONAL ISD/CSD |
| BURLESON COUNTY | SNOOK ISD | TRADITIONAL ISD/CSD |
| TOM GREEN COUNTY | CHRISTOVAL ISD | TRADITIONAL ISD/CSD |
| BOSQUE COUNTY | MERIDIAN ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | C O R E ACADEMY | OPEN ENROLLMENT CHARTER |
| BOWIE COUNTY | MAUD ISD | TRADITIONAL ISD/CSD |
| PALO PINTO COUNTY | SANTO ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | ACADEMY OF DALLAS | OPEN ENROLLMENT CHARTER |
| TYLER COUNTY | COLMESNEIL ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | EDUCATION CENTER INTERNATIONAL | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | ACADEMY FOR ACADEMIC EXCELLEN | OPEN ENROLLMENT CHARTER |
| ROBERTSON COUNTY | BREMOND ISD | TRADITIONAL ISD/CSD |
| NAVARRO COUNTY | DAWSON ISD | TRADITIONAL ISD/CSD |
| COOKE COUNTY | ERA ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | HERITAGE ACADEMY | OPEN ENROLLMENT CHARTER |
| LIBERTY COUNTY | HULL-DAISETTA ISD | TRADITIONAL ISD/CSD |

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| NACOGDOCHES COUNTY | DOUGLASS ISD | TRADITIONAL ISD/CSD |
| HENDERSON COUNTY | LAPOYNOR ISD | TRADITIONAL ISD/CSD |
| GRIMES COUNTY | IOLA ISD | TRADITIONAL ISD/CSD |
| FLOYD COUNTY | LOCKNEY ISD | TRADITIONAL ISD/CSD |
| LAMB COUNTY | SUDAN ISD | TRADITIONAL ISD/CSD |
| YOAKUM COUNTY | PLAINS ISD | TRADITIONAL ISD/CSD |
| BURLESON COUNTY | SOMERVILLE ISD | TRADITIONAL ISD/CSD |
| NAVARRO COUNTY | FROST ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | CEDARS INTERNATIONAL ACADEMY | OPEN ENROLLMENT CHARTER |
| RUNNELS COUNTY | MILES ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | STEP CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| WHEELER COUNTY | WHEELER ISD | TRADITIONAL ISD/CSD |
| JASPER COUNTY | BROOKELAND ISD | TRADITIONAL ISD/CSD |
| UVALDE COUNTY | KNIPPA ISD | TRADITIONAL ISD/CSD |
| WASHINGTON COUNTY | BURTON ISD | TRADITIONAL ISD/CSD |
| WILLACY COUNTY | LASARA ISD | TRADITIONAL ISD/CSD |
| BEE COUNTY | ST MARY'S ACADEMY CHARTER SCH | OPEN ENROLLMENT CHARTER |
| ARCHER COUNTY | WINDTHORST ISD | TRADITIONAL ISD/CSD |
| HANSFORD COUNTY | GRUVER ISD | TRADITIONAL ISD/CSD |
| HOCKLEY COUNTY | SMYER ISD | TRADITIONAL ISD/CSD |
| WILLIAMSON COUNTY | GRANGER ISD | TRADITIONAL ISD/CSD |
| MIDLAND COUNTY | MIDLAND ACADEMY CHARTER SCHC | OPEN ENROLLMENT CHARTER |
| WICHITA COUNTY | ELECTRA ISD | TRADITIONAL ISD/CSD |
| CULBERSON COUNTY | CULBERSON COUNTY-ALLAMOORE I | TRADITIONAL ISD/CSD |
| RUSK COUNTY | MOUNT ENTERPRISE ISD | TRADITIONAL ISD/CSD |
| LYNN COUNTY | NEW HOME ISD | TRADITIONAL ISD/CSD |
| COCHRAN COUNTY | MORTON ISD | TRADITIONAL ISD/CSD |
| WINKLER COUNTY | WINK-LOVING ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | TREETOPS SCHOOL INTERNATIONAL | OPEN ENROLLMENT CHARTER |
| JONES COUNTY | HAMLIN ISD | TRADITIONAL ISD/CSD |
| MILAM COUNTY | MILANO ISD | TRADITIONAL ISD/CSD |
| WHEELER COUNTY | SHAMROCK ISD | TRADITIONAL ISD/CSD |
| BEE COUNTY | PETTUS ISD | TRADITIONAL ISD/CSD |
| ANDERSON COUNTY | SLOCUM ISD | TRADITIONAL ISD/CSD |
| CALLAHAN COUNTY | EULA ISD | TRADITIONAL ISD/CSD |
| HUDSPETH COUNTY | FT HANCOCK ISD | TRADITIONAL ISD/CSD |
| VAN ZANDT COUNTY | FRUITVALE ISD | TRADITIONAL ISD/CSD |
| ELLIS COUNTY | AVALON ISD | TRADITIONAL ISD/CSD |
| NACOGDOCHES COUNTY | CHIRENO ISD | TRADITIONAL ISD/CSD |
| WEBB COUNTY | GATEWAY ACADEMY CHARTER DIST | OPEN ENROLLMENT CHARTER |
| SAN AUGUSTINE COUNTY | BROADDUS ISD | TRADITIONAL ISD/CSD |
| KLEBERG COUNTY | RIVIERA ISD | TRADITIONAL ISD/CSD |
| TYLER COUNTY | SPURGER ISD | TRADITIONAL ISD/CSD |
| LIPSCOMB COUNTY | BOOKER ISD | TRADITIONAL ISD/CSD |
| HILL COUNTY | BLUM ISD | TRADITIONAL ISD/CSD |
| KNOX COUNTY | MUNDAY CISD | TRADITIONAL ISD/CSD |
| CROSBY COUNTY | CROSBYTON CISD | TRADITIONAL ISD/CSD |

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| HILL COUNTY | HUBBARD ISD | TRADITIONAL ISD/CSD |
| BRAZOS COUNTY | BRAZOS SCHOOL FOR INQUIRY & CR | OPEN ENROLLMENT CHARTER |
| EASTLAND COUNTY | RANGER ISD | TRADITIONAL ISD/CSD |
| ANGELINA COUNTY | ZAVALLA ISD | TRADITIONAL ISD/CSD |
| NACOGDOCHES COUNTY | MARTINSVILLE ISD | TRADITIONAL ISD/CSD |
| EL PASO COUNTY | EL PASO ACADEMY | OPEN ENROLLMENT CHARTER |
| FANNIN COUNTY | DODD CITY ISD | TRADITIONAL ISD/CSD |
| UPSHUR COUNTY | UNION HILL ISD | TRADITIONAL ISD/CSD |
| HIDALGO COUNTY | MIDVALLEY ACADEMY CHARTER DIS | OPEN ENROLLMENT CHARTER |
| JEFFERSON COUNTY | SABINE PASS ISD | TRADITIONAL ISD/CSD |
| MEDINA COUNTY | D'HANIS ISD | TRADITIONAL ISD/CSD |
| WOOD COUNTY | YANTIS ISD | TRADITIONAL ISD/CSD |
| HOOD COUNTY | LIPAN ISD | TRADITIONAL ISD/CSD |
| ANDERSON COUNTY | NECHES ISD | TRADITIONAL ISD/CSD |
| LAMB COUNTY | SPRINGLAKE-EARTH ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | CHAPARRAL STAR ACADEMY | OPEN ENROLLMENT CHARTER |
| HOPKINS COUNTY | CUMBY ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | MONTESSORI FOR ALL | OPEN ENROLLMENT CHARTER |
| HOCKLEY COUNTY | ROPES ISD | TRADITIONAL ISD/CSD |
| OLDHAM COUNTY | VEGA ISD | TRADITIONAL ISD/CSD |
| BELL COUNTY | BARTLETT ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | ZOE LEARNING ACADEMY | OPEN ENROLLMENT CHARTER |
| PALO PINTO COUNTY | GRAFORD ISD | TRADITIONAL ISD/CSD |
| CASS COUNTY | MCLEOD ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | BEXAR COUNTY ACADEMY | OPEN ENROLLMENT CHARTER |
| CARSON COUNTY | WHITE DEER ISD | TRADITIONAL ISD/CSD |
| MADISON COUNTY | NORTH ZULCH ISD | TRADITIONAL ISD/CSD |
| KARNES COUNTY | FALLS CITY ISD | TRADITIONAL ISD/CSD |
| DUVAL COUNTY | BENAVIDES ISD | TRADITIONAL ISD/CSD |
| JACK COUNTY | PERRIN-WHITT CISD | TRADITIONAL ISD/CSD |
| NUECES COUNTY | AGUA DULCE ISD | TRADITIONAL ISD/CSD |
| PRESIDIO COUNTY | MARFA ISD | TRADITIONAL ISD/CSD |
| JEFFERSON COUNTY | EHRHART SCHOOL | OPEN ENROLLMENT CHARTER |
| DENTON COUNTY | TRIVIUM ACADEMY | OPEN ENROLLMENT CHARTER |
| EL PASO COUNTY | VISTA DEL FUTURO CHARTER SCHOC | OPEN ENROLLMENT CHARTER |
| RED RIVER COUNTY | AVERY ISD | TRADITIONAL ISD/CSD |
| BASTROP COUNTY | MCDADE ISD | TRADITIONAL ISD/CSD |
| CALLAHAN COUNTY | CROSS PLAINS ISD | TRADITIONAL ISD/CSD |
| TARRANT COUNTY | TEXAS SCHOOL OF THE ARTS | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | THE PRO-VISION ACADEMY | OPEN ENROLLMENT CHARTER |
| TOM GREEN COUNTY | WATER VALLEY ISD | TRADITIONAL ISD/CSD |
| DENTON COUNTY | NORTH TEXAS COLLEGIATE ACADEM | OPEN ENROLLMENT CHARTER |
| MILLS COUNTY | MULLIN ISD | TRADITIONAL ISD/CSD |
| ARMSTRONG COUNTY | CLAUDE ISD | TRADITIONAL ISD/CSD |
| HUNT COUNTY | CAMPBELL ISD | TRADITIONAL ISD/CSD |
| EASTLAND COUNTY | GORMAN ISD | TRADITIONAL ISD/CSD |
| COCHRAN COUNTY | WHITEFACE CISD | TRADITIONAL ISD/CSD |

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| HARRIS COUNTY | CALVIN NELMS CHARTER SCHOOLS | OPEN ENROLLMENT CHARTER |
| LIMESTONE COUNTY | COOLIDGE ISD | TRADITIONAL ISD/CSD |
| TERRY COUNTY | MEADOW ISD | TRADITIONAL ISD/CSD |
| BEE COUNTY | PAWNEE ISD | TRADITIONAL ISD/CSD |
| HOPKINS COUNTY | MILLER GROVE ISD | TRADITIONAL ISD/CSD |
| CALLAHAN COUNTY | BAIRD ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | ST ANTHONY SCHOOL | OPEN ENROLLMENT CHARTER |
| NUECES COUNTY | DRISCOLL ISD | TRADITIONAL ISD/CSD |
| KNOX COUNTY | KNOX CITY-O'BRIEN CISD | TRADITIONAL ISD/CSD |
| GONZALES COUNTY | WAELDER ISD | TRADITIONAL ISD/CSD |
| GLASSCOCK COUNTY | GLASSCOCK COUNTY ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | UNIVERSITY OF TEXAS ELEMENTARY | OPEN ENROLLMENT CHARTER |
| REAL COUNTY | LEAKEY ISD | TRADITIONAL ISD/CSD |
| WEBB COUNTY | WEBB CISD | TRADITIONAL ISD/CSD |
| BANDERA COUNTY | MEDINA ISD | TRADITIONAL ISD/CSD |
| BROWN COUNTY | MAY ISD | TRADITIONAL ISD/CSD |
| COKE COUNTY | ROBERT LEE ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | ELEANOR KOLITZ HEBREW LANGUAGE | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | LIGHTHOUSE CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| STERLING COUNTY | STERLING CITY ISD | TRADITIONAL ISD/CSD |
| GALVESTON COUNTY | AMBASSADORS PREPARATORY ACADEMY | OPEN ENROLLMENT CHARTER |
| LAVACA COUNTY | MOULTON ISD | TRADITIONAL ISD/CSD |
| MENARD COUNTY | MENARD ISD | TRADITIONAL ISD/CSD |
| FISHER COUNTY | ROBY CISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | TEXAS EMPOWERMENT ACADEMY | OPEN ENROLLMENT CHARTER |
| LYNN COUNTY | O'DONNELL ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | LUMIN EDUCATION | OPEN ENROLLMENT CHARTER |
| KARNES COUNTY | RUNGE ISD | TRADITIONAL ISD/CSD |
| FANNIN COUNTY | SAVOY ISD | TRADITIONAL ISD/CSD |
| HAYS COUNTY | TEXAS PREPARATORY SCHOOL | OPEN ENROLLMENT CHARTER |
| CORYELL COUNTY | JONESBORO ISD | TRADITIONAL ISD/CSD |
| EDWARDS COUNTY | ROCKSPRINGS ISD | TRADITIONAL ISD/CSD |
| HILL COUNTY | COVINGTON ISD | TRADITIONAL ISD/CSD |
| NEWTON COUNTY | BURKEVILLE ISD | TRADITIONAL ISD/CSD |
| COLEMAN COUNTY | SANTA ANNA ISD | TRADITIONAL ISD/CSD |
| HILL COUNTY | ABBOTT ISD | TRADITIONAL ISD/CSD |
| CHEROKEE COUNTY | WELLS ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | ACCELERATED INTERMEDIATE ACADEMY | OPEN ENROLLMENT CHARTER |
| CASS COUNTY | BLOOMBURG ISD | TRADITIONAL ISD/CSD |
| EDWARDS COUNTY | NUECES CANYON CISD | TRADITIONAL ISD/CSD |
| FAYETTE COUNTY | ROUND TOP-CARMINE ISD | TRADITIONAL ISD/CSD |
| DICKENS COUNTY | SPUR ISD | TRADITIONAL ISD/CSD |
| TERRY COUNTY | WELLMAN-UNION CISD | TRADITIONAL ISD/CSD |
| HILL COUNTY | AQUILLA ISD | TRADITIONAL ISD/CSD |
| UPTON COUNTY | RANKIN ISD | TRADITIONAL ISD/CSD |
| CROSBY COUNTY | LORENZO ISD | TRADITIONAL ISD/CSD |
| LAMPASAS COUNTY | LOMETA ISD | TRADITIONAL ISD/CSD |

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| WILLACY COUNTY | SAN PERLITA ISD | TRADITIONAL ISD/CSD |
| LUBBOCK COUNTY | RISE ACADEMY | OPEN ENROLLMENT CHARTER |
| MITCHELL COUNTY | WESTBROOK ISD | TRADITIONAL ISD/CSD |
| TOM GREEN COUNTY | VERIBEST ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | ALIEF MONTESSORI COMMUNITY SC | OPEN ENROLLMENT CHARTER |
| ERATH COUNTY | LINGLEVILLE ISD | TRADITIONAL ISD/CSD |
| OLDHAM COUNTY | BOYS RANCH ISD | TRADITIONAL ISD/CSD |
| MONTAGUE COUNTY | SAINT JO ISD | TRADITIONAL ISD/CSD |
| SCURRY COUNTY | IRA ISD | TRADITIONAL ISD/CSD |
| MCMULLEN COUNTY | MCMULLEN COUNTY ISD | TRADITIONAL ISD/CSD |
| MARTIN COUNTY | GRADY ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | POR VIDA ACADEMY | OPEN ENROLLMENT CHARTER |
| JACK COUNTY | BRYSON ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | CARPE DIEM SCHOOLS | OPEN ENROLLMENT CHARTER |
| SWISHER COUNTY | KRESS ISD | TRADITIONAL ISD/CSD |
| RUSK COUNTY | LEVERETTS CHAPEL ISD | TRADITIONAL ISD/CSD |
| IRION COUNTY | IRION COUNTY ISD | TRADITIONAL ISD/CSD |
| DAWSON COUNTY | KLONDIKE ISD | TRADITIONAL ISD/CSD |
| HALE COUNTY | PETERSBURG ISD | TRADITIONAL ISD/CSD |
| EL PASO COUNTY | LA FE PREPARATORY SCHOOL | OPEN ENROLLMENT CHARTER |
| ELLIS COUNTY | MILFORD ISD | TRADITIONAL ISD/CSD |
| HOUSTON COUNTY | KENNARD ISD | TRADITIONAL ISD/CSD |
| COKE COUNTY | BRONTE ISD | TRADITIONAL ISD/CSD |
| NACOGDOCHES COUNTY | STEPHEN F AUSTIN STATE UNIVERSIT | OPEN ENROLLMENT CHARTER |
| BORDEN COUNTY | BORDEN COUNTY ISD | TRADITIONAL ISD/CSD |
| MCLENNAN COUNTY | GHOLSON ISD | TRADITIONAL ISD/CSD |
| WISE COUNTY | SLIDELL ISD | TRADITIONAL ISD/CSD |
| SWISHER COUNTY | HAPPY ISD | TRADITIONAL ISD/CSD |
| CONCHO COUNTY | EDEN CISD | TRADITIONAL ISD/CSD |
| STONEWALL COUNTY | ASPERMONT ISD | TRADITIONAL ISD/CSD |
| HOPKINS COUNTY | SALTILLO ISD | TRADITIONAL ISD/CSD |
| FISHER COUNTY | ROTAN ISD | TRADITIONAL ISD/CSD |
| EL PASO COUNTY | EL PASO LEADERSHIP ACADEMY | OPEN ENROLLMENT CHARTER |
| GRAY COUNTY | MCLEAN ISD | TRADITIONAL ISD/CSD |
| SCURRY COUNTY | HERMLEIGH ISD | TRADITIONAL ISD/CSD |
| STARR COUNTY | SAN ISIDRO ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | MEYERPARK ELEMENTARY | OPEN ENROLLMENT CHARTER |
| HOCKLEY COUNTY | ANTON ISD | TRADITIONAL ISD/CSD |
| FANNIN COUNTY | ECTOR ISD | TRADITIONAL ISD/CSD |
| EL PASO COUNTY | PASO DEL NORTE ACADEMY CHARTER | OPEN ENROLLMENT CHARTER |
| FAYETTE COUNTY | FAYETTEVILLE ISD | TRADITIONAL ISD/CSD |
| CORYELL COUNTY | EVANT ISD | TRADITIONAL ISD/CSD |
| HIDALGO COUNTY | EXCELLENCE IN LEADERSHIP ACADEMY | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | TRINITY ENVIRONMENTAL ACADEMY | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | THE LAWSON ACADEMY | OPEN ENROLLMENT CHARTER |
| DAWSON COUNTY | SANDS CISD | TRADITIONAL ISD/CSD |
| CASTRO COUNTY | NAZARETH ISD | TRADITIONAL ISD/CSD |

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| CASTRO COUNTY | HART ISD | TRADITIONAL ISD/CSD |
| HARTLEY COUNTY | HARTLEY ISD | TRADITIONAL ISD/CSD |
| CONCHO COUNTY | PAINT ROCK ISD | TRADITIONAL ISD/CSD |
| PECOS COUNTY | BUENA VISTA ISD | TRADITIONAL ISD/CSD |
| SOMERVELL COUNTY | BRAZOS RIVER CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| POLK COUNTY | GOODRICH ISD | TRADITIONAL ISD/CSD |
| FOARD COUNTY | CROWELL ISD | TRADITIONAL ISD/CSD |
| JEFF DAVIS COUNTY | FT DAVIS ISD | TRADITIONAL ISD/CSD |
| NOLAN COUNTY | HIGHLAND ISD | TRADITIONAL ISD/CSD |
| TRAVIS COUNTY | THE EXCEL CENTER | OPEN ENROLLMENT CHARTER |
| HILL COUNTY | PENELOPE ISD | TRADITIONAL ISD/CSD |
| YOUNG COUNTY | NEWCASTLE ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | HOUSTON HEIGHTS HIGH SCHOOL | OPEN ENROLLMENT CHARTER |
| BROWN COUNTY | ZEPHYR ISD | TRADITIONAL ISD/CSD |
| BOSQUE COUNTY | KOPPERL ISD | TRADITIONAL ISD/CSD |
| UVALDE COUNTY | UTOPIA ISD | TRADITIONAL ISD/CSD |
| HOPKINS COUNTY | SULPHUR BLUFF ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | GLOBAL LEARNING VILLAGE | OPEN ENROLLMENT CHARTER |
| WILBARGER COUNTY | NORTHSIDE ISD | TRADITIONAL ISD/CSD |
| ERATH COUNTY | HUCKABAY ISD | TRADITIONAL ISD/CSD |
| COTTLE COUNTY | PADUCAH ISD | TRADITIONAL ISD/CSD |
| MCLENNAN COUNTY | WACO CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| PALO PINTO COUNTY | GORDON ISD | TRADITIONAL ISD/CSD |
| REAL COUNTY | BIG SPRINGS CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| LUBBOCK COUNTY | SOUTH PLAINS ACADEMY CHARTER | OPEN ENROLLMENT CHARTER |
| HALL COUNTY | TURKEY-QUITAQUE ISD | TRADITIONAL ISD/CSD |
| PARKER COUNTY | GARNER ISD | TRADITIONAL ISD/CSD |
| CALDWELL COUNTY | PRAIRIE LEA ISD | TRADITIONAL ISD/CSD |
| BRISCOE COUNTY | SILVERTON ISD | TRADITIONAL ISD/CSD |
| TAYLOR COUNTY | TRENT ISD | TRADITIONAL ISD/CSD |
| VAL VERDE COUNTY | COMSTOCK ISD | TRADITIONAL ISD/CSD |
| ROBERTS COUNTY | MIAMI ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | JEAN MASSIEU ACADEMY | OPEN ENROLLMENT CHARTER |
| TYLER COUNTY | CHESTER ISD | TRADITIONAL ISD/CSD |
| BRAZORIA COUNTY | DAMON ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | NOVA ACADEMY | OPEN ENROLLMENT CHARTER |
| BOSQUE COUNTY | WALNUT SPRINGS ISD | TRADITIONAL ISD/CSD |
| HARTLEY COUNTY | CHANNING ISD | TRADITIONAL ISD/CSD |
| MCCULLOCH COUNTY | ROCHELLE ISD | TRADITIONAL ISD/CSD |
| PARMER COUNTY | LAZBUDDIE ISD | TRADITIONAL ISD/CSD |
| SHERMAN COUNTY | TEXHOMA ISD | TRADITIONAL ISD/CSD |
| TRINITY COUNTY | APPLE SPRINGS ISD | TRADITIONAL ISD/CSD |
| RUSK COUNTY | LANEVILLE ISD | TRADITIONAL ISD/CSD |
| LEON COUNTY | OAKWOOD ISD | TRADITIONAL ISD/CSD |
| HARDEMAN COUNTY | CHILLICOTHE ISD | TRADITIONAL ISD/CSD |
| HILL COUNTY | MOUNT CALM ISD | TRADITIONAL ISD/CSD |
| PALO PINTO COUNTY | STRAWN ISD | TRADITIONAL ISD/CSD |

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| LIBERTY COUNTY | DEVERS ISD | TRADITIONAL ISD/CSD |
| BROWN COUNTY | BLANKET ISD | TRADITIONAL ISD/CSD |
| LAMAR COUNTY | ROXTON ISD | TRADITIONAL ISD/CSD |
| MCLENNAN COUNTY | HALLSBURG ISD | TRADITIONAL ISD/CSD |
| HILL COUNTY | BYNUM ISD | TRADITIONAL ISD/CSD |
| DELTA COUNTY | FANNINDEL ISD | TRADITIONAL ISD/CSD |
| HENDERSON COUNTY | MURCHISON ISD | TRADITIONAL ISD/CSD |
| HOCKLEY COUNTY | WHITHARRAL ISD | TRADITIONAL ISD/CSD |
| DALLAM COUNTY | TEXLINE ISD | TRADITIONAL ISD/CSD |
| HAYS COUNTY | KI CHARTER ACADEMY | OPEN ENROLLMENT CHARTER |
| MILAM COUNTY | GAUSE ISD | TRADITIONAL ISD/CSD |
| MATAGORDA COUNTY | MATAGORDA ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | ALPHA CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| LEE COUNTY | DIME BOX ISD | TRADITIONAL ISD/CSD |
| DAWSON COUNTY | DAWSON ISD | TRADITIONAL ISD/CSD |
| MITCHELL COUNTY | LORAIN ISD | TRADITIONAL ISD/CSD |
| NUECES COUNTY | CORPUS CHRISTI MONTESSORI SCHC | OPEN ENROLLMENT CHARTER |
| FREESTONE COUNTY | DEW ISD | TRADITIONAL ISD/CSD |
| TITUS COUNTY | WINFIELD ISD | TRADITIONAL ISD/CSD |
| KERR COUNTY | HUNT ISD | TRADITIONAL ISD/CSD |
| ROBERTSON COUNTY | CALVERT ISD | TRADITIONAL ISD/CSD |
| WILLIAMSON COUNTY | COUPLAND ISD | TRADITIONAL ISD/CSD |
| GRAY COUNTY | LEFORS ISD | TRADITIONAL ISD/CSD |
| POLK COUNTY | LEGGETT ISD | TRADITIONAL ISD/CSD |
| COLEMAN COUNTY | PANTHER CREEK CISD | TRADITIONAL ISD/CSD |
| REEVES COUNTY | BALMORHEA ISD | TRADITIONAL ISD/CSD |
| HENDERSON COUNTY | TRINIDAD ISD | TRADITIONAL ISD/CSD |
| WHEELER COUNTY | FORT ELLIOTT CISD | TRADITIONAL ISD/CSD |
| MONTAGUE COUNTY | FORESTBURG ISD | TRADITIONAL ISD/CSD |
| LAMB COUNTY | AMHERST ISD | TRADITIONAL ISD/CSD |
| COMANCHE COUNTY | GUSTINE ISD | TRADITIONAL ISD/CSD |
| GARZA COUNTY | SOUTHLAND ISD | TRADITIONAL ISD/CSD |
| HAYS COUNTY | KATHERINE ANNE PORTER SCHOOL | OPEN ENROLLMENT CHARTER |
| MOTLEY COUNTY | MOTLEY COUNTY ISD | TRADITIONAL ISD/CSD |
| CORYELL COUNTY | OGLESBY ISD | TRADITIONAL ISD/CSD |
| GRIMES COUNTY | RICHARDS ISD | TRADITIONAL ISD/CSD |
| DEWITT COUNTY | NORDHEIM ISD | TRADITIONAL ISD/CSD |
| FALLS COUNTY | WESTPHALIA ISD | TRADITIONAL ISD/CSD |
| LIPSCOMB COUNTY | FOLLETT ISD | TRADITIONAL ISD/CSD |
| THROCKMORTON COUNTY | THROCKMORTON ISD | TRADITIONAL ISD/CSD |
| LAVACA COUNTY | SWEET HOME ISD | TRADITIONAL ISD/CSD |
| THROCKMORTON COUNTY | WOODSON ISD | TRADITIONAL ISD/CSD |
| BEXAR COUNTY | POSITIVE SOLUTIONS CHARTER SCHC | OPEN ENROLLMENT CHARTER |
| NUECES COUNTY | DR M L GARZA-GONZALEZ CHARTER | OPEN ENROLLMENT CHARTER |
| NOLAN COUNTY | BLACKWELL CISD | TRADITIONAL ISD/CSD |
| GALVESTON COUNTY | HIGH ISLAND ISD | TRADITIONAL ISD/CSD |
| MONTAGUE COUNTY | PRAIRIE VALLEY ISD | TRADITIONAL ISD/CSD |

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| BOWIE COUNTY | MALTA ISD | TRADITIONAL ISD/CSD |
| GREGG COUNTY | EAST TEXAS CHARTER SCHOOLS | OPEN ENROLLMENT CHARTER |
| TRAVIS COUNTY | THE EXCEL CENTER (FOR ADULTS) | OPEN ENROLLMENT CHARTER |
| REFUGIO COUNTY | AUSTWELL-TIVOLI ISD | TRADITIONAL ISD/CSD |
| CARSON COUNTY | GROOM ISD | TRADITIONAL ISD/CSD |
| TERRELL COUNTY | TERRELL COUNTY ISD | TRADITIONAL ISD/CSD |
| MONTAGUE COUNTY | MONTAGUE ISD | TRADITIONAL ISD/CSD |
| WARD COUNTY | GRANDFALLS-ROYALTY ISD | TRADITIONAL ISD/CSD |
| BROWN COUNTY | BROOKESMITH ISD | TRADITIONAL ISD/CSD |
| HASKELL COUNTY | PAINT CREEK ISD | TRADITIONAL ISD/CSD |
| EASTLAND COUNTY | RISING STAR ISD | TRADITIONAL ISD/CSD |
| COMANCHE COUNTY | SIDNEY ISD | TRADITIONAL ISD/CSD |
| NACOGDOCHES COUNTY | ETOILE ISD | TRADITIONAL ISD/CSD |
| BOSQUE COUNTY | IREDELL ISD | TRADITIONAL ISD/CSD |
| DEAF SMITH COUNTY | WALCOTT ISD | TRADITIONAL ISD/CSD |
| CLAY COUNTY | BELLEVUE ISD | TRADITIONAL ISD/CSD |
| HASKELL COUNTY | RULE ISD | TRADITIONAL ISD/CSD |
| HILL COUNTY | MALONE ISD | TRADITIONAL ISD/CSD |
| HARRISON COUNTY | KARNACK ISD | TRADITIONAL ISD/CSD |
| OLDHAM COUNTY | ADRIAN ISD | TRADITIONAL ISD/CSD |
| LIPSCOMB COUNTY | HIGGINS ISD | TRADITIONAL ISD/CSD |
| MILAM COUNTY | BUCKHOLTS ISD | TRADITIONAL ISD/CSD |
| BOSQUE COUNTY | CRANFILLS GAP ISD | TRADITIONAL ISD/CSD |
| ERATH COUNTY | ERATH EXCELS ACADEMY INC | OPEN ENROLLMENT CHARTER |
| GAINES COUNTY | LOOP ISD | TRADITIONAL ISD/CSD |
| CASS COUNTY | AVINGER ISD | TRADITIONAL ISD/CSD |
| CLAY COUNTY | MIDWAY ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | UNIVERSITY OF HOUSTON CHARTER | OPEN ENROLLMENT CHARTER |
| KENT COUNTY | JAYTON-GIRARD ISD | TRADITIONAL ISD/CSD |
| HANSFORD COUNTY | PRINGLE-MORSE CISD | TRADITIONAL ISD/CSD |
| BOSQUE COUNTY | MORGAN ISD | TRADITIONAL ISD/CSD |
| LIPSCOMB COUNTY | DARROUZETT ISD | TRADITIONAL ISD/CSD |
| HUDSPETH COUNTY | SIERRA BLANCA ISD | TRADITIONAL ISD/CSD |
| PALO PINTO COUNTY | PALO PINTO ISD | TRADITIONAL ISD/CSD |
| MONTAGUE COUNTY | GOLD BURG ISD | TRADITIONAL ISD/CSD |
| ERATH COUNTY | THREE WAY ISD | TRADITIONAL ISD/CSD |
| LYNN COUNTY | WILSON ISD | TRADITIONAL ISD/CSD |
| SHACKELFORD COUNTY | MORAN ISD | TRADITIONAL ISD/CSD |
| SAN SABA COUNTY | CHEROKEE ISD | TRADITIONAL ISD/CSD |
| PANOLA COUNTY | PANOLA CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| OLDHAM COUNTY | WILDORADO ISD | TRADITIONAL ISD/CSD |
| JIM WELLS COUNTY | LA GLORIA ISD | TRADITIONAL ISD/CSD |
| WILBARGER COUNTY | HARROLD ISD | TRADITIONAL ISD/CSD |
| DONLEY COUNTY | HEDLEY ISD | TRADITIONAL ISD/CSD |
| TRINITY COUNTY | CENTERVILLE ISD | TRADITIONAL ISD/CSD |
| VAN ZANDT COUNTY | RANCH ACADEMY | OPEN ENROLLMENT CHARTER |
| ERATH COUNTY | MORGAN MILL ISD | TRADITIONAL ISD/CSD |

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| BEXAR COUNTY | HENRY FORD ACADEMY ALAMEDA S | OPEN ENROLLMENT CHARTER |
| LAVACA COUNTY | VYSEHRAD ISD | TRADITIONAL ISD/CSD |
| KING COUNTY | GUTHRIE CSD | TRADITIONAL ISD/CSD |
| SAN SABA COUNTY | RICHLAND SPRINGS ISD | TRADITIONAL ISD/CSD |
| DEWITT COUNTY | MEYERSVILLE ISD | TRADITIONAL ISD/CSD |
| BOWIE COUNTY | LEARY ISD | TRADITIONAL ISD/CSD |
| JONES COUNTY | LUEDERS-AVOCA ISD | TRADITIONAL ISD/CSD |
| VICTORIA COUNTY | NURSERY ISD | TRADITIONAL ISD/CSD |
| MILLS COUNTY | PRIDDY ISD | TRADITIONAL ISD/CSD |
| BREWSTER COUNTY | TERLINGUA CSD | TRADITIONAL ISD/CSD |
| ERATH COUNTY | BLUFF DALE ISD | TRADITIONAL ISD/CSD |
| WHEELER COUNTY | KELTON ISD | TRADITIONAL ISD/CSD |
| HUTCHINSON COUNTY | SPRING CREEK ISD | TRADITIONAL ISD/CSD |
| DICKENS COUNTY | PATTON SPRINGS ISD | TRADITIONAL ISD/CSD |
| LAVACA COUNTY | EZZELL ISD | TRADITIONAL ISD/CSD |
| KNOX COUNTY | BENJAMIN ISD | TRADITIONAL ISD/CSD |
| MCCULLOCH COUNTY | LOHN ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | A+ UNLIMITED POTENTIAL | OPEN ENROLLMENT CHARTER |
| SHELBY COUNTY | EXCELSIOR ISD | TRADITIONAL ISD/CSD |
| HALE COUNTY | COTTON CENTER ISD | TRADITIONAL ISD/CSD |
| WALKER COUNTY | RAVEN SCHOOL | OPEN ENROLLMENT CHARTER |
| KENDALL COUNTY | MEADOWLAND CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| PARKER COUNTY | CROSTIMBERS ACADEMY | OPEN ENROLLMENT CHARTER |
| BOWIE COUNTY | HUBBARD ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | COMQUEST ACADEMY | OPEN ENROLLMENT CHARTER |
| COOKE COUNTY | SIVELLS BEND ISD | TRADITIONAL ISD/CSD |
| RUNNELS COUNTY | OLFEN ISD | TRADITIONAL ISD/CSD |
| DALLAS COUNTY | PIONEER TECHNOLOGY & ARTS ACA | OPEN ENROLLMENT CHARTER |
| KENEDY COUNTY | KENEDY COUNTY WIDE CSD | TRADITIONAL ISD/CSD |
| COOKE COUNTY | WALNUT BEND ISD | TRADITIONAL ISD/CSD |
| HUDSPETH COUNTY | DELL CITY ISD | TRADITIONAL ISD/CSD |
| BREWSTER COUNTY | MARATHON ISD | TRADITIONAL ISD/CSD |
| DEWITT COUNTY | WESTHOFF ISD | TRADITIONAL ISD/CSD |
| HARRIS COUNTY | HOUSTON HEIGHTS LEARNING ACAI | OPEN ENROLLMENT CHARTER |
| JOHNSON COUNTY | KAUFFMAN LEADERSHIP ACADEMY | OPEN ENROLLMENT CHARTER |
| JEFF DAVIS COUNTY | VALENTINE ISD | TRADITIONAL ISD/CSD |
| GRAY COUNTY | GRANDVIEW-HOPKINS ISD | TRADITIONAL ISD/CSD |
| DUVAL COUNTY | RAMIREZ CSD | TRADITIONAL ISD/CSD |
| BREWSTER COUNTY | SAN VICENTE ISD | TRADITIONAL ISD/CSD |
| KERR COUNTY | DIVIDE ISD | TRADITIONAL ISD/CSD |
| GILLESPIE COUNTY | DOSS CONSOLIDATED CSD | TRADITIONAL ISD/CSD |

| Superintendent | Base Pay | Enrollment |
|-------------------------------|-----------|------------|
| CARRANZA, RICHARD A | \$345,000 | 216106 |
| HINOJOSA, ELIU M | \$335,000 | 157886 |
| HENRY, JOHN M | \$393,103 | 114868 |
| WOODS, BRIAN T | \$317,362 | 106145 |
| SCRIBNER, KENT P | \$342,000 | 87428 |
| CRUZ, PABLO ARNOLDO | \$306,360 | 83067 |
| HINDT, LAWRENCE ANTHONY | \$341,912 | 75428 |
| DUPRE, CHARLES E | \$315,000 | 74146 |
| BAMBERG, WANDA S | \$284,155 | 69768 |
| GOTTARDY, BRIAN G | \$298,350 | 67531 |
| CAVAZOS, JOSE MARCELO | \$287,960 | 62181 |
| STOCKTON, DONALD J | \$375,000 | 59764 |
| CABRERA, JUAN E | \$303,328 | 59424 |
| MORRISON, BOBBY LEE | \$289,332 | 57133 |
| BARAJAS, RENE | \$212,896 | 57133 |
| CHANCE, LINDA L | \$212,896 | 57133 |
| POWELL, ELLEN DEEANN | \$215,000 | 56282 |
| LYON, JEREMY M | \$290,000 | 55923 |
| BINGGELI, BRIAN THOMAS | \$305,410 | 54173 |
| ROGERS, TOMMY KEVIN | \$260,002 | 53257 |
| MARTINEZ, PEDRO | \$285,600 | 52514 |
| CHAMPION, BRET A | \$340,000 | 51810 |
| FLORES, STEVE | \$286,684 | 48321 |
| ZENDEJAS, ESPERANZA | \$275,000 | 46880 |
| CHAMBERS, HD | \$339,470 | 46376 |
| ESPINOZA, JOSE ANGEL | \$305,511 | 45927 |
| CRAFT, JOHN MATTHEW | \$254,918 | 43782 |
| SANTOS, ROBERTO J | \$263,041 | 43660 |
| SMITH, GREGORY R | \$292,597 | 41819 |
| DE LA TORRE, GUADALUPE JAVIER | \$303,099 | 41536 |
| CELANIA-FAGEN, ELIZABETH A | \$298,000 | 41224 |
| VROONLAND, DAVID WARREN | \$312,400 | 41038 |
| WAGGONER, KAY E | \$286,443 | 39268 |
| HERNANDEZ, JUSTO ROLANDO | \$273,180 | 38327 |
| TROXELL, DANNY JO | \$219,734 | 38226 |
| WATSON, RODNEY E | \$262,600 | 36698 |
| MURI, SCOTT RICHARD | \$285,000 | 35079 |
| PARRA, JOSE LUIS | \$265,225 | 34792 |
| GUTIERREZ, RENE | \$274,887 | 34680 |
| REID, RANDALL THOMAS | \$256,354 | 34660 |
| MCDANIEL, CECIL EDWARD | \$161,168 | 34660 |
| VASZAUSKAS, JIM S | \$253,058 | 34309 |
| WEST, DANA RANEE | \$240,628 | 33537 |
| KING, DANIEL PAUL | \$309,960 | 32203 |
| CROWE, THOMAS J | \$267,903 | 31481 |
| RANDLE, THOMAS EARL | \$291,754 | 30829 |

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| BENAVIDES, ALDA T | \$314,911 | 29500 |
| SIMPSON, SUSAN J | \$375,795 | 29344 |
| TORKELSON, THOMAS EDWARD | \$450,000 | 29335 |
| WILSON, JAMES K | \$246,795 | 28628 |
| ROBERTSON, BERHL | \$273,984 | 28515 |
| BURNS, BOBBY C | \$265,930 | 25276 |
| MCDANIEL, RICKY RAY | \$236,250 | 24851 |
| SCHRODER, RODNEY R | \$264,000 | 24692 |
| TORREZ, ELIAS ALEX | \$204,999 | 24591 |
| NELSON, AL MARCUS | \$217,889 | 24237 |
| O'BRIEN, RANDAL KENT | \$229,999 | 23926 |
| BROWN, DARRELL GENE | \$273,713 | 23857 |
| GONZALEZ, JOSE A | \$178,606 | 23826 |
| GILCREASE, JAMES L | \$252,556 | 23587 |
| CHAPMAN, STEVEN A | \$256,000 | 23120 |
| MONTOYA, CARL A | \$230,000 | 23037 |
| WILLIAMS, ANGI M | \$275,942 | 22784 |
| KIM, BYUNG KI | \$199,999 | 22240 |
| WARREN, RYDER F | \$251,640 | 22044 |
| KELLY, JOHN P | \$275,887 | 21585 |
| NOT REPORTED | . | 20939 |
| CHADWELL, JIMMIE F | \$234,158 | 19653 |
| MCKIE, MICHAEL E | \$215,000 | 19215 |
| FROSSARD, JOHN W | \$249,000 | 19204 |
| CAVAZOS, ARTURO J | \$277,866 | 18700 |
| CRAWFORD, MARTY LANE | \$207,000 | 18130 |
| LEO, MARIA FILOMENA | \$161,000 | 17413 |
| YOUNG, DAVID EARLE | \$210,000 | 17030 |
| ROCKA, TIMOTHY D | \$184,450 | 16237 |
| LOPEZ, RICARDO | \$225,039 | 15882 |
| VILLARREAL, JOHN E | \$225,000 | 15822 |
| STEVENSON, ANN LOUISE | \$115,343 | 15768 |
| GIBSON, GREG A | \$212,180 | 15497 |
| POWELL, EDWIN D | \$225,273 | 15215 |
| CAIN, BONNY L | \$225,616 | 15081 |
| CASTILLO, FERNANDO | \$201,062 | 15072 |
| DETHLOFF, CARL H | \$194,820 | 15071 |
| VINSON, DAVID L | \$220,267 | 15021 |
| KINCHEN, HUEY P | \$210,310 | 14932 |
| MADRIGAL, REYNALDO | \$210,045 | 14831 |
| GONZALEZ, GILBERTO | \$166,972 | 14831 |
| FRANKLIN, KENN KERBY | \$358,430 | 14677 |
| JAKLICH, ROBERT A | \$275,986 | 14378 |
| COOK, CHARLES S | \$95,625 | 14219 |
| KUHRT, MICHAEL SCOTT | \$216,460 | 14120 |
| VERSTUYFT, LLOYD C | \$232,841 | 13891 |
| RYAN, ROBIN S | \$249,899 | 13857 |

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| ALI, SEHBA Z | \$246,840 | 13347 |
| FEINBERG, MICHAEL H | \$240,569 | 13347 |
| EALY, CLARK C | \$218,163 | 13188 |
| WHITE, VICTOR | \$222,015 | 13185 |
| SMITH, MARCELL | \$111,946 | 12824 |
| STEPHENS, SAMUEL TODD | \$220,136 | 12816 |
| MASSEY, DANNY L | \$219,000 | 12457 |
| WALDRIP, MICHAEL R | \$254,616 | 12391 |
| JIMERSON, BRET | \$198,002 | 11896 |
| MARTINEZ, JUAN I | \$198,778 | 11511 |
| BRENT, FRED MARTIN | \$246,400 | 11425 |
| CROOK, KELLY KATHERINE | \$217,330 | 11278 |
| KINCANNON, SUSAN D | \$195,000 | 11116 |
| MIMS, VICKI ELAINE | \$189,682 | 11018 |
| PEREZ, JOSE SYLVESTER | \$50,000 | 10881 |
| SALAZAR, GONZALO | \$223,372 | 10840 |
| TRIGO, JOEL M | \$101,763 | 10812 |
| VEGA, ADRIAN | \$155,000 | 10643 |
| MURRAY, STEVEN LEE | \$250,504 | 10539 |
| RIOS, CARLOS HUMBERTO | \$160,626 | 10536 |
| DIBELLA, MARK A | \$220,000 | 10258 |
| CONGER, EDWARD G | \$159,000 | 10239 |
| TOSCANO, ROLANDO | \$196,926 | 10227 |
| O'CONNOR, ROBERT EARL | \$250,608 | 10054 |
| WATKINS, JASON DREW | \$285,000 | 9998 |
| FLUSCHE, DARRYL GLEN | \$185,525 | 9862 |
| LANCASTER, BRADFORD TALMAGE | \$374,143 | 9825 |
| AY, FATIH | \$109,620 | 9774 |
| HARRIS, DAVID C | \$225,000 | 9747 |
| MCWILLIAMS, SUZANNE | \$206,187 | 9705 |
| SAAVEDRA, ABELARDO | \$214,452 | 9631 |
| OLLIS, GREGORY H | \$225,920 | 9529 |
| MCCORD, JERRI M | \$175,000 | 9422 |
| LUSIGNOLO, CYNTHIA A | \$185,000 | 8945 |
| PORTERIE, MARK L | \$203,000 | 8898 |
| DAVIS, KING ROY | \$180,000 | 8884 |
| AVERY, ROYCE D | \$190,000 | 8870 |
| WILCOX, JAMES E | \$120,031 | 8705 |
| WUEBKER-BATTERSHELL, ROBIN BLUME | \$206,367 | 8643 |
| MOCZYGEMBA, DAVID RANDALL | \$208,319 | 8610 |
| LEDBETTER, LESLIE LANE | \$216,300 | 8441 |
| GLENN, JEREMY KEITH | \$185,000 | 8408 |
| STELMAZEWSKI, DAVID | \$215,250 | 8300 |
| REES, REAGAN CARTER | \$232,446 | 8296 |
| GOFFNEY, LATONYA M | \$191,658 | 8216 |
| FALTYS, DAVID J | \$363,493 | 8208 |
| LEONARD, THOMAS M | \$272,626 | 8134 |

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| BURNS, JOSEPH | \$189,943 | 8099 |
| CARDONA, MICHAEL A | \$209,000 | 8090 |
| HANKS, JEFFREY M | \$230,541 | 8021 |
| KAZANAS, GEORGE EVAN | \$206,176 | 7898 |
| RIDDICK, ORLANDO PAUL | \$191,667 | 7866 |
| GRAHAM, LLOYD WAYNE | \$293,326 | 7713 |
| MCFARLAND, MICHAEL | \$248,300 | 7640 |
| ROANE, STETSON EUGENE | \$189,000 | 7425 |
| HICKS, DAVID | \$170,002 | 7380 |
| STRIKE, LOWELL H | \$216,450 | 7375 |
| HARKRIDER, TIM T | \$200,124 | 7311 |
| WRIGHT, HOWELL E | \$178,400 | 7260 |
| NORTON, PAUL ANDREW | \$192,993 | 7169 |
| LARGENT, JAMES MICHAEL | \$200,078 | 7048 |
| TRIGG, THOMAS C | \$320,000 | 7044 |
| COOK, CHARLES S | \$95,625 | 7038 |
| KILLIAN, DOUGLAS WAYNE | \$188,026 | 6945 |
| MOULTON, KELLI ANN | \$210,433 | 6894 |
| TWARDOWSKI, DANIEL D | \$212,180 | 6874 |
| WALKER, PATRICIA LYNN | \$200,918 | 6798 |
| MOLINAR, FRANK | \$192,920 | 6797 |
| HEATH, KYLE | \$195,708 | 6774 |
| GUZMAN, CARLOS | \$178,400 | 6551 |
| DOWDY, SANDRA G | \$152,100 | 6382 |
| LEA, RAY ALLEN | \$225,829 | 6345 |
| HANKS, MARY P | \$198,921 | 6087 |
| GALAVIZ, PEDRO | \$171,002 | 6064 |
| PIEKARSKI, MARTHA E | \$107,728 | 6064 |
| GEARING, BRUCE | \$215,730 | 6008 |
| MOORE, KEITH ALAN | \$234,130 | 5992 |
| BRYANT, KEITH DALE | \$190,298 | 5969 |
| AMOS, CURTIS T | \$190,000 | 5889 |
| CHAPMAN, JOHN EDWIN | \$185,400 | 5857 |
| FROST, DIANE D | \$202,501 | 5794 |
| NIVEN, JAMES S | \$197,184 | 5749 |
| SCHUSS, BRIAN HOFFMAN | \$257,563 | 5745 |
| EADS, MARK EDWARD | \$235,000 | 5713 |
| BOHN, SUSAN KOLAR | \$167,774 | 5680 |
| WILSON, THOMAS B | \$225,000 | 5668 |
| KIRK, DONALD ROCKWELL | \$149,752 | 5603 |
| TREVINO, DANIEL | \$206,608 | 5538 |
| GIBSON, JERRY E | \$175,000 | 5492 |
| WORTHY, KEVIN MARK | \$175,000 | 5464 |
| CITTY, JAMES DEREK | \$185,000 | 5443 |
| JOHNSON, JESSICA ALLENE | \$165,000 | 5403 |
| JEFFERIES, DONALD R | \$181,645 | 5360 |
| MARSHALL, JUDD H | \$156,060 | 5329 |

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| RIVERA, JOSE RICARDO | \$200,000 | 5320 |
| MAREK, FRANCESCA M | \$172,000 | 5307 |
| MARQUEZ, RICHARD | \$225,000 | 5271 |
| POOLE, GREGORY S | \$290,400 | 5266 |
| PEREZ, ROBIN | \$145,000 | 5254 |
| EVERETT, GRACE | \$121,010 | 5121 |
| CAVNESS, RODNEY D | \$154,512 | 5025 |
| IVY, WADE W | \$105,681 | 4991 |
| EPSTEIN, STEVEN | \$153,000 | 4990 |
| COLLUM, JEFFREY S | \$190,000 | 4974 |
| JACKSON, WALTER GERALD | \$172,530 | 4965 |
| KELLY, PAUL | \$161,000 | 4953 |
| BROWN, KARL KEVIN | \$249,312 | 4857 |
| KILLGO, JAY C | \$135,960 | 4818 |
| WALL, ELIZABETH LEIGH | \$193,606 | 4774 |
| BALL, JEANETTE | \$162,260 | 4750 |
| MORAN, CHRISTOPHER ALLAN | \$175,000 | 4731 |
| AMADOR, DANIEL G | \$146,128 | 4731 |
| MYERS, DARRELL D | \$205,236 | 4728 |
| LEE, JOE D | \$189,873 | 4705 |
| ROHRBACH, KENNETH MICHAEL | \$165,000 | 4705 |
| FARLER, TERESA JUNE | \$180,072 | 4659 |
| CLORE, WALTER PAUL | \$183,872 | 4539 |
| HYSINGER, MONTY JACK | \$156,594 | 4536 |
| RAMIREZ, ROLANDO | \$185,000 | 4534 |
| SCOTT, WILLIAM H | \$159,208 | 4505 |
| COSKUNER, RAMAZAN | \$111,360 | 4417 |
| LAMB, MICHAEL S | \$151,000 | 4411 |
| FRENCH, MICHEAL LEON | \$231,525 | 4400 |
| DURON, JODI L | \$160,742 | 4317 |
| ALLEN, CHRISTOPHER S | \$201,141 | 4283 |
| LIGHT, JOSEPH GERARD | \$130,000 | 4253 |
| ANTHONY, PHILIP D | \$181,505 | 4160 |
| BLANKENSHIP, SHERI K | \$26,478 | 4159 |
| COOKE, CARA D | \$143,037 | 4090 |
| MOORE, TED | \$273,659 | 4070 |
| HAWKINS, BRENT EDWARD | \$182,749 | 4069 |
| HINOJOSA, SAUL URIEL | \$180,000 | 4067 |
| ALMENDAREZ, ARTURO | \$173,413 | 4058 |
| SURRATT, STAN M | \$193,049 | 4046 |
| COWLEY, JAMES BRICE | \$145,000 | 4013 |
| RAMOS, JOHN | \$163,675 | 4003 |
| GREGORY, GINA | \$104,140 | 3971 |
| AZAM, JOHN ROBERT | \$184,704 | 3966 |
| STINSON, SELENA GAYLE | \$229,915 | 3963 |
| BAYS, SHERRI | \$156,783 | 3948 |
| WIGINGTON, JOHNNY C | \$140,000 | 3917 |

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| VALASTRO, JOHN JOSEPH | \$158,000 | 3911 |
| SAY, MICHAEL WAYNE | \$60,515 | 3886 |
| HOPP, SYLVIA D | \$170,303 | 3881 |
| NELSON, SUZANNE J | \$155,200 | 3850 |
| BLAYLOCK, ROBIN L | \$168,311 | 3848 |
| GUERRA, MARLA M | \$156,748 | 3848 |
| JOLLY, ROBERT CARROLL | \$155,000 | 3753 |
| BROWN, KEITH A | \$78,613 | 3726 |
| ESTES, KENNETH R | \$149,203 | 3724 |
| YOUNG, JOE FRED | \$147,000 | 3715 |
| YASAR, BILGEHAN MUHARREM | \$112,840 | 3705 |
| UNDERWOOD, MATTHEWS M | \$176,320 | 3689 |
| WATERS, KELLY E | \$143,500 | 3678 |
| HART, ROBERT DENNIS | \$187,662 | 3677 |
| COOK, DONNI GAY | \$161,700 | 3652 |
| LARKIN, TANYA LATHAM | \$73,579 | 3642 |
| JONES, MICHAEL PAUL | \$132,990 | 3642 |
| VILLARREAL, RAYMUNDO P | \$148,950 | 3565 |
| HEIN, ROBERTO O | | 3561 |
| BOSTIC, ROBERT ELBERT | \$198,790 | 3539 |
| HEBERT, JOHN REYNALD | \$147,500 | 3507 |
| MANN, MATTHEW JAMES | \$152,500 | 3482 |
| KELLEY, PHILLIP MICHAEL | \$125,200 | 3477 |
| MARSHALL, RUSSELL D | \$216,591 | 3459 |
| MARSHALL, JASON LYNN | \$130,038 | 3455 |
| SOILEAU, CHRISTOPHER B | \$145,436 | 3443 |
| KARAN, HARUN | \$113,100 | 3424 |
| PEREZ, CAROLINA G | \$138,375 | 3422 |
| BOLES, KEITH DAVID | \$162,211 | 3417 |
| KARAN, HARUN | \$113,100 | 3396 |
| PATEK, JOSEPH T | \$176,744 | 3394 |
| RASCOE, CHANE DOUGLAS | \$148,500 | 3370 |
| PUIG, MARC A | \$150,000 | 3364 |
| HARGROVE, HELEN P | \$187,560 | 3355 |
| CHAPLIN, TYLOR JOHN | \$165,000 | 3337 |
| KAYA, GULTEKIN | \$102,400 | 3300 |
| MORENO, JOSE HUMBERTO | \$158,898 | 3288 |
| KUHN, JOHN MATTHEW | \$130,000 | 3266 |
| BLAHA, EDWARD LAWRENCE | \$175,000 | 3252 |
| SLAUGHTER, PATRICK C | \$153,831 | 3239 |
| WRIGHT, ERIC K | \$159,639 | 3228 |
| VAUGHN, JERRY DEWAYNE | \$77,624 | 3203 |
| RHODES, CURTIS WAYNE | \$189,089 | 3181 |
| GALLOWAY, STEVEN S | \$144,200 | 3169 |
| STILES, STEPHEN B | \$152,500 | 3151 |
| DUGGER, GARY W | \$191,920 | 3140 |
| TOWNSEND, ROD B | \$193,090 | 3135 |

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| SHIELDS, SHARON MARIE | \$193,346 | 3116 |
| MCBURNETT, KEITH R | \$170,191 | 3108 |
| MATTHEWS, ERNEST RAY | \$56,250 | 3047 |
| NORTHERN, JEFFREY L | \$141,959 | 3011 |
| LINTZEN, TODD MICHAEL | \$158,000 | 2953 |
| LARSON, MARK WESLEY | \$165,000 | 2947 |
| BRASHER, JEFFREY LYNN | \$155,952 | 2945 |
| STROZIER, KIMBERLY ANN | \$190,000 | 2891 |
| OLIVAREZ, ROBERT LEE | \$215,169 | 2883 |
| WHITEKER, MARY ADAMS | \$183,750 | 2846 |
| MOORE, SHERYL LYNN | \$152,000 | 2845 |
| BAIN, RICHARD JAMES | \$174,144 | 2844 |
| KIRKLAND, JIMMY D | \$145,767 | 2833 |
| LARAMORE, GARY B | \$140,000 | 2825 |
| PENROD, ERIC L | \$122,000 | 2815 |
| VIDAURRI, MARIA MAGDALENA | \$160,000 | 2797 |
| WELCH, JEREMY CHANCE | \$159,819 | 2791 |
| SHAFFER, RANDAL CRAIG | \$300,000 | 2778 |
| HOCKENBERRY, JAMES E | \$165,950 | 2772 |
| HAMBRICK, JOSEPH G | \$163,500 | 2730 |
| HUNTER, THOMAS E | \$140,000 | 2721 |
| MCCULLOUGH, JOHN L | \$135,000 | 2701 |
| FAULKNER, ROBERT M | \$140,000 | 2696 |
| CRUTSINGER, JEFFREY K | \$178,178 | 2686 |
| LANDERS, JOHN WALTER | \$149,350 | 2656 |
| LEDBETTER, RONALD DAVID | \$144,200 | 2656 |
| MURPHY, KEITH E | \$170,000 | 2630 |
| CROSBY, DEBRA J | \$186,162 | 2627 |
| HARTMAN, JAMES E | \$159,263 | 2580 |
| PURCELL, MOLLIE JO | \$254,000 | 2552 |
| SCHNEIDER, TODD ALAN | \$160,000 | 2549 |
| THOMPSON, RONALD | \$150,000 | 2543 |
| ELLIOTT, EDWARD ARIEL | \$134,970 | 2519 |
| CRUSE, SONNY G | \$150,000 | 2486 |
| HALEY, JAMES ROBERT | \$146,000 | 2486 |
| GARCIA, LISA | \$150,000 | 2483 |
| TRAYNHAM, RALPH SCOTT | \$143,300 | 2464 |
| BAKER, BOBBY R | \$45,150 | 2464 |
| HARRIS, RICKIE R | \$128,400 | 2449 |
| WRIGHT, TELENA L | \$160,706 | 2445 |
| DEMASTERS, RICK D | \$150,000 | 2429 |
| POLLAN, JIMMIE | \$136,591 | 2421 |
| ALBRITTON, RICKEY D | \$187,500 | 2418 |
| CALOSS, SCOTT | \$141,200 | 2403 |
| BELDING, DAVID B | \$158,000 | 2401 |
| ACKLEY, STACY RAY | \$120,222 | 2365 |
| HOLT, WESLEY M | \$143,790 | 2363 |

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| DUNN, DONALD L | \$158,187 | 2352 |
| HALL, ROBERT CHARLES | \$132,500 | 2330 |
| RILEY, KELLYE DIANE | \$135,150 | 2327 |
| SMITH, KEITH WAYNE | \$184,995 | 2319 |
| GARCIA, ELDEFONSO | \$178,981 | 2314 |
| SCOGGIN, DANIEL PAUL | \$198,000 | 2312 |
| YORK, DWAIN L | \$158,654 | 2303 |
| HOPE, MICHAEL W | \$153,000 | 2302 |
| FERGUSON-MIDDLETON, LAURA A | \$189,000 | 2278 |
| HOLMES, SHANNON J | \$147,000 | 2257 |
| HOWELL, REGINA L | \$139,000 | 2251 |
| RODRIGUEZ, NICOLAS NOBERT | \$133,250 | 2247 |
| COKER, MICHAEL D | \$199,012 | 2239 |
| PITTMAN, TERRY | \$169,332 | 2231 |
| HALL, NORMAN R | \$139,000 | 2219 |
| GARZA, RICHARD | \$188,645 | 2218 |
| SALAZAR, JESSE R | \$130,000 | 2213 |
| HERRINGTON, TINA M | \$135,000 | 2212 |
| GEORGE, SHEBA KULOTHUNGAN | \$105,000 | 2208 |
| MIRCOVICH, TROY C | \$160,350 | 2193 |
| WHITTEN, PARI DELANE | \$150,765 | 2168 |
| TULLOS, JAY H | \$165,000 | 2163 |
| DAVIS, SCOTT W | \$148,500 | 2154 |
| ABSHIER, WILLIAM CODY | \$135,000 | 2143 |
| SMITH, LOYD JASON | \$135,929 | 2127 |
| WILLIAMS, TODD | \$80,203 | 2127 |
| ADAMS, VERONICA B | \$150,356 | 2105 |
| CARROLL, CODY CLARK | \$147,546 | 2093 |
| HARRIS, DIANE | \$250,000 | 2090 |
| BLAND, J EDWARD | \$156,030 | 2088 |
| NIVENS, ROOSEVELT | \$158,250 | 2087 |
| PETRONIS-WARNER, RENEE J | \$140,080 | 2080 |
| PINEDA, JOHNNY I | \$146,105 | 2067 |
| GARCIA, CONRADO | \$52,470 | 2057 |
| TRUELOCK, A'LANN | \$121,000 | 2046 |
| COLWELL, CLEBURNE BEN | \$20,925 | 2045 |
| HARRELL, GARY W | \$6,000 | 2042 |
| MIKSCH, RANDALL L | \$162,792 | 2037 |
| KNIGHT, JAMES CARL | \$153,540 | 2014 |
| PIERCE, STEPHEN T | \$130,000 | 2012 |
| HORNE, MICHAEL | \$160,000 | 1997 |
| WAGNER, WILLIAM D | \$123,402 | 1997 |
| ABBOTT, MATTHEW M | \$115,000 | 1991 |
| SOSTARICH, SCOTT K | \$105,000 | 1983 |
| GARCIA, ISMAEL | \$142,050 | 1969 |
| SCHUTZ, LISA ANN | \$99,540 | 1961 |
| ANDERSON, ANASTASIA B | \$125,000 | 1940 |

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|----------------------------|-----------|------|
| ALLEN, IMELDA R | \$107,000 | 1936 |
| SNELL, STEVEN E | \$132,000 | 1935 |
| DEES, ROGER D | \$120,756 | 1929 |
| BURTON, BOBBY LYNN | \$149,000 | 1927 |
| THOMAS, VICKI MOODY | \$113,000 | 1917 |
| DEAR, CHRISTOPHER RICH | \$157,095 | 1894 |
| RAMM, HAROLD D | \$143,663 | 1889 |
| BEATY, MARVIN RAY | \$164,383 | 1869 |
| SAPP, ALLAN LANE | \$132,767 | 1868 |
| EDWARDS, RICHARD ANTHONY | \$120,000 | 1863 |
| CUELLAR, MARTIN | \$150,000 | 1859 |
| CALLAHAN, CASEY E | \$131,000 | 1859 |
| WELDON, KEVIN D | \$141,270 | 1852 |
| MOODY, STEVEN JAY | \$118,800 | 1847 |
| MONROE, TANYA R | \$137,917 | 1840 |
| JAMES, JANELLE | \$146,602 | 1839 |
| ARTEAGA, BRENDA LEE | \$120,927 | 1839 |
| AUGUSTINE, DWAIN K | \$99,263 | 1838 |
| HILL, DENNIS ROY | \$6,316 | 1821 |
| RICHARDSON, JERRY PATRICK | \$169,201 | 1814 |
| CARTER, DOROTHY A | \$117,600 | 1812 |
| MASSEY, JOHN W | \$153,068 | 1774 |
| KEMP, MARK A | \$148,410 | 1769 |
| CASTILLO, ANDRES G | \$128,449 | 1769 |
| ROTAN, GARY WAYNE | \$181,800 | 1759 |
| PATTERSON, STEPHEN DOUGLAS | \$128,068 | 1759 |
| MCNULTY, ROCK E | \$124,242 | 1759 |
| NOVOTNY, MICHAEL THOMAS | \$145,713 | 1756 |
| PETERS, ANDREW WAYNE | \$78,297 | 1749 |
| WILLIAMS, DOUG LOWELL | \$160,000 | 1738 |
| DAVIS, GARY L | \$119,000 | 1727 |
| FLOWERS, DAVID W | \$125,000 | 1724 |
| VICKROY, CARLA JO | \$136,504 | 1721 |
| PAYNE, VICKI J | \$163,800 | 1698 |
| KUCERA, JOSEPH ANTHONY | \$117,000 | 1696 |
| HARRIST, SIDNEY W | \$129,956 | 1693 |
| MONKRES, STEVEN D | \$117,675 | 1691 |
| ROUSE, JOHN GILBERT | \$153,195 | 1686 |
| HERNANDEZ, BENNY PRAJEDES | \$116,840 | 1686 |
| HARTT, DEE WARREN | \$233,180 | 1678 |
| BORDER, KENNETH R | \$120,000 | 1675 |
| MCDONALD, ANGELA RUTH | \$140,000 | 1650 |
| GUTSCH, ANGELA JENKINS | \$130,000 | 1633 |
| TUNNELL, KIMBERLY | \$125,001 | 1625 |
| WEISS, GREGORY WAYNE | \$148,000 | 1618 |
| KELLEY, THOMAS B | \$119,296 | 1611 |
| NOT REPORTED | . | 1607 |

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|---------------------------|-----------|------|
| ALDERMAN, CHARLES RAY | \$105,000 | 1606 |
| SMITH, MICHELLE C | \$142,800 | 1600 |
| STANFORD, JAMES WADE | \$121,488 | 1600 |
| HARPER, RYAN M | \$110,000 | 1599 |
| SILLER, GAIL E | \$175,600 | 1597 |
| ADAMS, JEFF | \$177,250 | 1596 |
| SPIES, JOHN | \$162,000 | 1589 |
| RODRIGUEZ-CASAS, MARIA R. | \$119,812 | 1577 |
| MCALLISTER, THERESA L | \$119,000 | 1576 |
| MORRIS, HUBERT BRIAN | \$107,000 | 1573 |
| INFANTE, EDUARDO | \$133,350 | 1569 |
| O'CONNOR, ROBERT A | \$150,864 | 1556 |
| HOLCOMBE, MACK COY | \$155,000 | 1554 |
| EDWARDS, PHILLIP WILSON | \$115,000 | 1542 |
| MONZINGO, DENISE B | \$132,600 | 1540 |
| HAZLEWOOD, RICHARD W | \$122,612 | 1537 |
| NALCACI, MEHMET | \$107,620 | 1534 |
| GARNER, DEWITT ALLEN | \$139,226 | 1527 |
| SPRINKLES, KEVIN D | \$123,500 | 1523 |
| WOOD, DON A | \$131,427 | 1520 |
| NOT REPORTED | | 1510 |
| SOLIS, GENE | \$151,621 | 1506 |
| GILBERT, MICHAEL E | \$142,674 | 1503 |
| MORTON, SUSAN E | \$123,000 | 1494 |
| SEYMORE, TIMOTHY G | \$123,000 | 1493 |
| JETER, STEPHEN NEIL | \$111,169 | 1492 |
| CHAPMAN, WILLIAM ROBINSON | \$147,000 | 1491 |
| SIMS, CRAIG LEE | \$120,000 | 1486 |
| PEAVEY, BRANDON B | \$130,000 | 1484 |
| DELGADO, VICENTE | \$200,000 | 1476 |
| VILLARREAL, TERESA R | \$98,000 | 1476 |
| CAMPBELL, JEFFERY SCOTT | \$173,042 | 1475 |
| COTTON, NORMA ELIZABETH | \$106,416 | 1466 |
| SCHARNHORST, KEITH M | \$136,000 | 1463 |
| RICKEY, RICHARD N | \$131,829 | 1463 |
| HOUCHIN, KEVIN JAY | \$138,563 | 1461 |
| HYDEN, RICHARD STEVE | \$111,870 | 1459 |
| BRYCE, STACEY L | \$162,818 | 1457 |
| RICHARDS, RICHE LEE | \$142,000 | 1453 |
| WEBB, DARREN LOMAX | \$123,815 | 1449 |
| FLORES, ALEXANDRO M | \$122,252 | 1446 |
| GLOVER, TIMOTHY M | \$120,000 | 1445 |
| WALTERS, KELLY ANN | \$107,120 | 1443 |
| JOHNSON, JEREMY LANCE | \$165,070 | 1429 |
| SCHOTT, BRANDY B | \$150,000 | 1429 |
| FERNANDEZ, RICHARD | \$53,806 | 1421 |
| MATTHEWS, KEVIN R | \$132,000 | 1409 |

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| SHETTER, SHARON DENISE | \$128,500 | 1404 |
| DILLARD, ROBERT LEE | \$175,221 | 1394 |
| MYERS, TERRY I | \$137,800 | 1388 |
| GUTIERREZ, CHRISTINA ISABEL | \$133,017 | 1386 |
| SANKEY, EVA | \$92,000 | 1384 |
| BUENO, SAMUEL | \$117,000 | 1377 |
| SPEEGLE, GARY L | \$110,000 | 1370 |
| SEALS, JACK R | \$114,000 | 1368 |
| GOOD, REBECCA B | \$152,491 | 1362 |
| GIST, DAN R | \$131,800 | 1362 |
| PERRY, RANDAL A | \$117,951 | 1357 |
| HAWKINS, BARBARA D | \$60,000 | 1355 |
| ANSARI, ALIM U | \$161,014 | 1350 |
| HARGETT-NESHYBA, ROSE MARY | \$123,000 | 1345 |
| MCENTIRE, DENNIS R | \$124,681 | 1344 |
| HEFNER, WILLIAM ARTHUR | \$113,200 | 1338 |
| PLYMALE, DAVE | \$135,000 | 1337 |
| DRILLETTE, SCOTT P | \$118,450 | 1337 |
| TRUITT, DAVID S | \$124,600 | 1332 |
| TAMEZ, ADRIANA | \$165,000 | 1331 |
| YEAGER, JOHN BRUCE | \$143,380 | 1330 |
| HOPPER, JAMES WESLEY | \$122,000 | 1314 |
| CONNER, CURTIS G | \$123,450 | 1305 |
| KELLEY, RICHARD V | \$110,000 | 1289 |
| MCEACHERN, BRADLEY W | \$109,650 | 1273 |
| DESPAIN, RAYMOND E | \$117,635 | 1269 |
| BARNWELL, JERRY ROBERT | \$126,870 | 1262 |
| DILDINE, SARAH A | \$90,000 | 1261 |
| CARMAN, JOHN N | \$140,676 | 1254 |
| KAUFMAN, JOHN WILLIAM | \$130,000 | 1252 |
| BECKER, JULEE MARTIN | \$145,860 | 1250 |
| DAVIS, BRYAN ARTHUR | \$144,000 | 1246 |
| WEST, TEDDY W | \$100,000 | 1245 |
| NALCACI, MEHMET | \$107,620 | 1238 |
| MANTZEY, BRIAN K | \$1 | 1230 |
| LOWRY, TIMOTHY BRET | \$131,151 | 1213 |
| CLAWSON, JOHNNY W | \$108,000 | 1213 |
| WILLIAMS, ANTHONY ROSS | \$127,500 | 1212 |
| NOACK, KEVIN L | \$163,681 | 1187 |
| BONTON, MICHELLE LAVETTE | \$85,000 | 1186 |
| MALDONADO, JUAN JOSE | \$100,000 | 1181 |
| SCHNEIDER, RODNEY W | \$117,222 | 1177 |
| PERRIN, JOE E | \$122,600 | 1175 |
| EDWARDS, LINDSAY M | \$121,500 | 1173 |
| FERGUSON, JOHN | \$105,080 | 1173 |
| BECK, HIBBERT WESLEY | \$107,700 | 1169 |
| EASTERLING, BOBBY J | \$100,384 | 1166 |

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| LEE, BRYAN S. | \$110,500 | 1158 |
| CLUGSTON, STEVEN W | \$140,454 | 1148 |
| NELSON RAY, PAMELA LEE | \$102,000 | 1141 |
| TERAN, FRANK RICARDO | \$134,130 | 1135 |
| VANN, LESLIE L | \$128,750 | 1133 |
| MEZA-CHAVEZ, JEANNIE | \$123,900 | 1133 |
| WATLEY, REBECCA NELL | \$115,000 | 1130 |
| STIDEVENT, WADE | \$117,500 | 1129 |
| WHITE, BRENTON P | \$80,000 | 1128 |
| BALLARD, JEFFERY L | \$102,135 | 1128 |
| GOODMAN, JENNIFER SUZANNE | \$57,500 | 1126 |
| BLUDAU, JO ANN | \$100,300 | 1124 |
| POST, STEPHEN G | \$147,365 | 1122 |
| LOPEZ, JOSE RAFAEL | \$127,790 | 1122 |
| COVEY, ANGELA LYNN | \$109,272 | 1119 |
| ADAMS, MATTHEW DWAYNE | \$105,000 | 1119 |
| ALLEN, KATHY | \$124,848 | 1117 |
| RUMAGE, JAMES THOMAS | \$166,000 | 1116 |
| TURNER, RHONDA D | \$115,000 | 1116 |
| DACY, RUSSELL M | \$93,238 | 1115 |
| VILLARREAL, HERIBERTO | \$125,000 | 1112 |
| COCHRAN, JASON NEIL | \$121,000 | 1111 |
| CONSTANTINE, CHARMAINE | \$60,270 | 1108 |
| ALLEN, BRYAN W | \$107,000 | 1105 |
| GLENN, DENNIS | \$104,000 | 1101 |
| BOWLING, RITCHIE D | \$111,200 | 1099 |
| TEMPLETON, BOBBY MADISON | \$122,943 | 1097 |
| BIRD, WALLACE S | \$128,104 | 1085 |
| CONE, HENSLEY FREEMAN | \$127,611 | 1085 |
| MOCZYGEMBA, JOEY J | \$35,379 | 1085 |
| MANTEI, LORRAINE ESTHER | \$107,700 | 1083 |
| KEY, CARL E | \$118,455 | 1080 |
| LEWIS, MICAH LANE | \$149,952 | 1078 |
| ELLIOTT, PATRICIA L | \$106,961 | 1078 |
| COLEMAN, LAWRENCE K | \$125,000 | 1075 |
| ALMANZA, OLIVIA | \$89,267 | 1075 |
| MOCZYGEMBA, JEANETTE WINN | \$102,501 | 1073 |
| WHITE, BRENTON P | \$80,000 | 1069 |
| LAUER, CATHY L | \$143,647 | 1069 |
| WILSON, KEVIN S | \$129,000 | 1066 |
| GRIMES, DALLAS P | \$110,000 | 1064 |
| STEPHENS, RICHARD WILLIAM | \$127,200 | 1058 |
| SPARKS, TY | \$128,670 | 1050 |
| O'BRIEN, JOHN ROBERT | \$98,013 | 1046 |
| ROPER, BURNIE LOUIS | \$164,025 | 1038 |
| QUARLES, SANDRA K | \$90,400 | 1038 |
| MARCHAND, BRUCE F | \$49,673 | 1038 |

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| MIZE, JON CODY | \$110,000 | 1037 |
| BARROW, MICHELLE LOUISE | \$100,000 | 1037 |
| WILLIAMS, CHARLOTTE DENESE | \$95,000 | 1033 |
| CAMPBELL, LANCE W | \$110,000 | 1032 |
| FORD, JON BUCK | \$124,051 | 1027 |
| REDDEN, VERNON LYNN | \$113,006 | 1027 |
| WALLER, JIM EDD | \$148,454 | 1026 |
| MICHALEWICZ, PAUL ANTHONY | \$118,000 | 1025 |
| LEVESQUE, MARC P | \$110,704 | 1025 |
| HAIL, DAROL W | \$123,200 | 1024 |
| MCCLURE, LEROY | \$181,000 | 1018 |
| SANDERS, JAMES D | \$126,200 | 1014 |
| HUDGINS, COURTNEY LAYNE | \$100,000 | 1009 |
| MILAM, WILLIAM DWAIN | \$140,000 | 1007 |
| GONZALES, LISA A | \$118,301 | 1007 |
| HARRIS, STEPHAN C | \$118,681 | 1004 |
| SPENCER, REGGY G | \$127,750 | 999 |
| LYNCH, STEVEN KYLE | \$151,550 | 997 |
| WHITE, RHODA DAVIS | \$101,927 | 995 |
| MCLAIN, CLINTON E | \$100,858 | 993 |
| SCHNAUTZ, BRADLEY MICHAEL | \$112,750 | 986 |
| CARR, DAVID L | \$134,640 | 983 |
| LEE, DEANN | \$92,965 | 974 |
| MAGDALENO, NYDIA M | \$66,660 | 963 |
| DYES, KEVIN LAYTON | \$129,928 | 959 |
| FREEMAN, DAVID L | \$126,000 | 959 |
| ZIMMERMANN, JKATHLEEN LEMOINE | \$119,334 | 958 |
| TRUELOVE, TONY LEE | \$96,000 | 954 |
| FREEMAN, LACY G | \$112,683 | 950 |
| BAKER, EMMETT ANDREW | \$119,469 | 949 |
| THOMPSON, MAX A | \$148,847 | 948 |
| COX, JIMMY E | \$113,504 | 940 |
| BUTTS, JEFFREY G | \$110,000 | 937 |
| REDDOCK, ANDY DWAYNE | \$102,400 | 937 |
| HARRISON, MARSHALL A | \$108,188 | 934 |
| MCCLURE, JEFFREY A | \$108,575 | 931 |
| JANTZEN, PATRICIA LYNN | \$108,000 | 927 |
| HANNON, JIMMY L | \$113,000 | 926 |
| JACOBS, AMY M | \$130,001 | 925 |
| KRUEGER, GARY SHANE | \$99,590 | 923 |
| CHALAIRE, RONALD T | \$120,563 | 922 |
| LAFEVERS, CECIL LARRY | \$120,000 | 918 |
| HUGHES, SHERRY R | \$100,000 | 918 |
| CLARKE, FREDERICK | \$130,500 | 917 |
| BRIGGS, JOHN R | \$127,160 | 916 |
| CHAPMAN, MAYNARD J | \$108,160 | 911 |
| SHORT, GARY L | \$80,527 | 908 |

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| WARNELL, DELORES | \$175,500 | 900 |
| MCCAMBRIDGE, ALEX | \$108,000 | 887 |
| WEST, KELLY W | \$56,814 | 887 |
| ELLIS, CARY D | \$103,120 | 882 |
| HEFLIN, LYNN | \$112,000 | 880 |
| REED, ROGER S | \$110,000 | 880 |
| JOHNSON, ADRAIN BURKE | \$7,150 | 879 |
| ALTON, STACY DAWN | \$113,500 | 876 |
| SEIGRIST, MARK A | \$117,800 | 873 |
| COMEAX, MICHAEL SHANE | \$124,848 | 872 |
| SEABOLT, MICHAEL SETH | \$140,000 | 870 |
| SALDIVAR, STEVEN | \$130,050 | 870 |
| HANCOCK, DON GAYLON | \$34,000 | 867 |
| BEENE, SCOTT EVERETT | \$120,000 | 857 |
| MONTGOMERY, WILLIAM C | \$122,400 | 855 |
| LONG, STEVEN RAY | \$133,900 | 851 |
| LOPEZ, ROBERTO | \$101,052 | 850 |
| THOMAS, DWIGHT | \$122,081 | 847 |
| ALLEN, JOHN LAWRENCE | \$106,061 | 846 |
| SEXTON-BRYSON, JANET MECHELLE | \$75,280 | 843 |
| HOYER, RANDY REUBEN | \$115,200 | 843 |
| RENKEN, PAULA SUE | \$110,000 | 836 |
| ROCKSTROH, BRUCE CEDRIC | \$156,380 | 835 |
| ASCHENBECK, ROSS BRANDT | \$115,020 | 834 |
| HOHENBERGER, DENICIA | \$113,000 | 830 |
| MADKINS, SHEILDA | \$85,000 | 830 |
| BOOTH, JOHN B | \$106,080 | 824 |
| SILER, JILL MARIE | \$123,500 | 823 |
| RODRIGUEZ, MARIA MARGARET | \$113,364 | 823 |
| WILLIAMS, DAVID LOUIS | \$83,553 | 823 |
| NEUMANN, ALEXIS LEIGH | \$96,408 | 818 |
| TURNIPSEED, LULA K | \$120,000 | 816 |
| TARPLEY, RUSSELL CLAY | \$107,790 | 815 |
| ARTHUR, STEVEN H | \$121,250 | 812 |
| VANMATRE, STEPHEN B | \$139,668 | 811 |
| STELLAR, KATIE PETERSON | \$102,000 | 809 |
| TREVINO, GILBERT | \$130,000 | 805 |
| NOLAND, JAMES ERNEST | \$96,643 | 803 |
| TRIGG, CYNTHIA A | \$158,000 | 802 |
| JARRETT, CLAUDE E | \$110,160 | 801 |
| TEAL, RONALD G | \$126,600 | 796 |
| GEARHEART, VICKIE M | \$110,000 | 796 |
| MCCLELLAN, TRAVIS L | \$105,000 | 795 |
| DARILEK, PAUL JOHN | \$90,094 | 794 |
| CHAVARRIA, RAUL R | \$125,706 | 791 |
| STILWELL, TRAVIS W | \$106,090 | 791 |
| PROCTOR, LARRY L | \$114,324 | 790 |

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|----------------------------|-----------|-----|
| STOKES, WILLIAM B | \$115,931 | 786 |
| TAYLOR, BRADY S | \$102,801 | 783 |
| HARDWICK, JOHN M | \$102,500 | 783 |
| ANDERSON, WILLIAM GREGORY | \$101,850 | 783 |
| COLEMAN, JAMES CRAIG | \$104,333 | 782 |
| DAVIDSON, BRENDA GAIL | \$45,450 | 779 |
| WEST, RAYNARD R | \$119,898 | 778 |
| MOORE, REBECCA A | \$107,150 | 778 |
| MOORE, JOE D | \$116,030 | 776 |
| BALDREE, MICHAEL HOLLIS | \$113,490 | 772 |
| HAMILTON, DON P | \$101,400 | 766 |
| MEYSEMBOURG, LISA F | \$99,946 | 766 |
| ROBINS, DORIS L | \$150,000 | 761 |
| GRAY, BRIAN S | \$126,000 | 760 |
| WINK, JOHN R | \$111,000 | 759 |
| HANDLIN, DEANNA K | \$99,622 | 759 |
| JOHNSON, RANDALL S | \$132,098 | 757 |
| BACCUS, JAY M | \$115,360 | 753 |
| BURNS, JIMMY J | \$100,000 | 745 |
| SEGURA, ALFREDO | \$122,735 | 742 |
| MCCLELLAN, JAMES EDWARD | \$115,394 | 742 |
| GLAZE, LEIGH A | \$98,000 | 742 |
| WRIGHT, TIMOTHY J | \$122,347 | 741 |
| GASKINS, JACKIE L | \$107,684 | 740 |
| SEYMOUR, COREY D | \$120,000 | 736 |
| LIEPMAN, MARGARET VIRGINIA | \$102,485 | 735 |
| BAKER, SHANNON R | \$100,893 | 727 |
| KILGORE, RICHARD ALAN | \$96,000 | 724 |
| BROWN, RANDY MARK | \$112,500 | 722 |
| LYON, MORRIS E | \$111,200 | 721 |
| RATCLIFF, JAY MICHAEL | \$91,666 | 721 |
| CANALES, MARIA TORIBIA | \$125,643 | 710 |
| ROACH, ROBERT G | \$110,133 | 708 |
| MARABLE, DANA S | \$100,000 | 708 |
| ROGERS, TREVOR LINDELL | \$94,921 | 708 |
| SCHUMACHER, JOHN A | \$105,000 | 707 |
| COOPER, RICHARD A | \$110,000 | 706 |
| BROWN, STEVEN BLAIR | \$97,135 | 705 |
| ARMBRUST, JOHN DAVID | \$64,313 | 702 |
| WOODS, DONNA | \$214,232 | 701 |
| GUNN, CYNTHIA S | \$105,460 | 701 |
| SPRINGS, MARY ELIZABETH | \$160,000 | 694 |
| WIGGINS, WILLIAM W | \$111,375 | 694 |
| CHAVEZ, MARIA J | \$131,000 | 691 |
| WORSHAM, LEVIS P | \$100,489 | 691 |
| SHANLEY, DAVID C | \$148,066 | 690 |
| WHITE, EDDIE E | \$108,000 | 685 |

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|--------------------------|-----------|-----|
| MALONE, JIMMIE L | \$73,850 | 683 |
| JESSEE, STANLEY GLEN | \$94,500 | 682 |
| SKEELER, JAMES WILLIAM | \$99,400 | 681 |
| TATE, DEVIN L | \$95,000 | 674 |
| PATE, VIRGIL MICHAEL | \$100,500 | 672 |
| CAVAZOS, SALVADOR | \$220,500 | 669 |
| MARTEL, GARY L | \$120,000 | 669 |
| MARSHALL, SCOTT A | \$161,487 | 668 |
| HOOKER, THOMAS C | \$112,200 | 666 |
| TIDWELL, RICHARD L | \$111,240 | 666 |
| RICHARDSON, VERNON A | \$107,151 | 661 |
| DONATTI, FERNANDO | \$11,546 | 660 |
| BARNETT, TIMOTHY S | \$148,359 | 659 |
| JEITZ, JASON ALLEN | \$97,220 | 650 |
| PAYNE, MICHAEL R | \$105,000 | 648 |
| WUNDERLICH, JONATHAN B | \$138,632 | 647 |
| BROWNLEE, STEVEN ALBERT | \$107,396 | 646 |
| BIRDWELL, KERRY B | \$109,000 | 643 |
| LAWRENCE, ALLEN S | \$96,368 | 641 |
| SIMMONS, JO ANN | \$114,283 | 636 |
| SCHULZE, FAIRY R | \$106,355 | 633 |
| JOHNSON, MID | \$107,588 | 628 |
| BIENSKI, PETE J | \$59,199 | 627 |
| SPURLOCK, MICHAEL SCOTT | \$101,751 | 627 |
| WHITIS, JUDITH TAYLOR | \$104,898 | 624 |
| PYBURN, STEVEN GLEN | \$102,000 | 622 |
| BRANNON, LEONARD R | \$130,982 | 620 |
| NEWSOM, KEVIN W | \$94,045 | 620 |
| MOORE, ROBBIE L | \$166,174 | 618 |
| GARNER, BRIAN E | \$113,197 | 617 |
| MCIVER, CHARLES LEONARD | \$98,500 | 609 |
| ADAMS, JASON F | \$95,000 | 609 |
| ASHMORE, KURT A | \$104,000 | 607 |
| ELSOM, GARY DON | \$111,927 | 603 |
| STEVENSON, CHRISTOPHER W | \$108,550 | 603 |
| MORRISON, BENJAMIN T | \$103,795 | 603 |
| LANNEN, VIRGINIA P | \$46,662 | 599 |
| ALCORN, BILLY D | \$111,033 | 599 |
| RAGLAND, KELLIE M | \$117,988 | 597 |
| ALEXANDER, KIM D | \$112,826 | 597 |
| CERVANTES, JOSE ALFREDO | \$142,624 | 596 |
| BAKER, WALTER JOHN | \$120,000 | 595 |
| NEWCOMB, CODY B | \$127,100 | 594 |
| CLARK, KEVIN L | \$90,000 | 590 |
| CHAVEZ, MELISSA MARIE | \$67,600 | 589 |
| MCFARLAND, GEORGE S | \$105,000 | 589 |
| JOFFRE, LEROY VANCE | \$96,000 | 585 |

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|----------------------------|-----------|-----|
| HARTGRAVES, JON KYLE | \$126,501 | 584 |
| TURNER, PATRICK R | \$95,000 | 582 |
| BIRDSONG, JERRY D | \$107,575 | 580 |
| WEBB, RICHARD A | \$95,860 | 580 |
| TYNER, SCOTT D | \$112,378 | 579 |
| DUBUS, LYLE W | \$105,000 | 578 |
| IVY, ADAM C | \$93,000 | 578 |
| NELSON, TONJA DENIECHA | \$12,000 | 578 |
| MIKULENKA, BEVERLY FREYTAG | \$95,893 | 576 |
| DAVIS, BRUCE W | \$98,750 | 575 |
| NOT REPORTED | | 572 |
| SPILLER, KEVIN WAYNE | \$171,839 | 570 |
| GIBSON, ROBERT P | \$47,150 | 570 |
| ALLISON, HARRY L | \$115,000 | 569 |
| RILEY, DANIEL CLINT | \$35,098 | 569 |
| BROOKS, THOMAS D | \$27,494 | 565 |
| RATHEAL, JULI | \$99,516 | 563 |
| ANDRUS, JOHN ALAN | \$112,000 | 562 |
| WRIGHT, RONNY R | \$115,627 | 560 |
| DAVIS, MICHAEL SHANE | \$112,000 | 560 |
| MOSS, LEIGH PARKER | \$69,500 | 557 |
| DOBBS, JIMMIE D | \$121,100 | 553 |
| MCKINNEY, SHARON DENISE | \$101,772 | 552 |
| WADE, CHRISTOPHER LEE | \$117,604 | 549 |
| HALL, KENNETH ALTON | \$95,638 | 549 |
| THOMPSON, ROBERT BRIAN | \$96,000 | 548 |
| NICHOLS, BRIAN ALLEN | \$112,000 | 544 |
| TEDDER, RICHARD ALLAN | \$102,125 | 542 |
| GOLSON, RONALD WADE | \$108,000 | 542 |
| LITTLE, TIMOTHY WAYNE | \$105,000 | 542 |
| ANDREWS, LATISHA D | \$50,000 | 542 |
| LUSK, KELLY HUNT | \$95,000 | 539 |
| SIMPSON, DAISY | \$129,000 | 534 |
| DYER, MICAH A | \$104,030 | 534 |
| SWEENEY, GRAHAM ARTHUR | \$126,907 | 531 |
| HOWIE, BRIAN | \$100,322 | 531 |
| ALLEN, EDWARD KEVIN | \$121,812 | 529 |
| FOREMAN, RICHARD L | \$104,000 | 529 |
| CARPENTER, ERIC H | \$98,500 | 529 |
| HOLLOWAY, CHARLES A | \$130,000 | 528 |
| WILLIAMS, LEONARD FRANK | \$60,000 | 527 |
| MCCLENDON, DAVID C | \$101,200 | 526 |
| DYKES, MARK ANTHONY | \$98,900 | 525 |
| WELCH, DERRITH L | \$97,313 | 525 |
| RICHARDSON, PAULA A | \$261,500 | 524 |
| LEMONS, GREGORY K | \$108,700 | 523 |
| OLIVER, JAMES O | \$101,784 | 523 |

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|-------------------------|-----------|-----|
| DUBOSE, STEPHEN E | \$85,060 | 521 |
| BRYANT, PAMELA JO | \$115,752 | 520 |
| BROWN, JOYCE G | \$102,231 | 520 |
| FIELDS, ROY SHANE | \$149,611 | 518 |
| SELF, STEVEN | \$102,000 | 518 |
| LANDRY, TODD A | | 518 |
| JOLLY, DARIN R | \$93,200 | 516 |
| GEE, CHAD DEL | \$105,000 | 515 |
| ALLEN, DAVID ROBERT | \$95,000 | 515 |
| HUBBARD, BRANDON KEITH | \$156,890 | 512 |
| SINGLETON, ERNEST H | \$50,400 | 511 |
| DYER, JEFFERY K | \$103,000 | 511 |
| CONNELLY, J BRADLEY | \$96,200 | 510 |
| SIMMONS, HAGMON DRUNARD | \$125,000 | 507 |
| SPIVEY, DOUGLAS G | \$103,968 | 505 |
| BLAIN, NICHOLAS | \$94,250 | 504 |
| GRILL, RICHARD W | \$131,206 | 503 |
| SOTELO, MARIO | \$115,000 | 501 |
| EASTERLY, STACY K | \$101,000 | 500 |
| DELGADO, FREDDY RAMON | \$50,902 | 499 |
| ANDERSON, KAREN D | \$95,481 | 499 |
| GREER, TODD D | \$110,795 | 498 |
| FAIRCHILD, GARY LYNN | \$111,220 | 495 |
| BURKS, BILLY REX | \$116,830 | 494 |
| SANDERS, AUDREY N | \$44,000 | 491 |
| SMITH, LARRY H | \$27,750 | 490 |
| MC INTYRE, COLLEEN | \$43,713 | 489 |
| MAYES, CHRISTOPHER D | \$51,749 | 483 |
| KNOBLOCH, CARL D | \$95,150 | 483 |
| MCHAZLETT, MATTHEW A | \$100,000 | 482 |
| OLIVER, GARTH R | \$98,517 | 482 |
| NORRELL, MICHAEL WAYNE | \$103,000 | 481 |
| KRCHNAK, BRENDA JEAN | \$110,604 | 480 |
| WALKER, DAVID R | \$100,785 | 479 |
| HORAK, JOHN L | \$93,500 | 479 |
| FULLER, DAVID CONRAD | \$89,875 | 478 |
| MARTIN, CHARLIE A | \$112,340 | 478 |
| GILBERT, GEORGE G | \$121,466 | 476 |
| MILLEDGE, BETTYE | \$10 | 476 |
| MATTERSON, ANGELA M | \$94,500 | 475 |
| TOWNSEND, DONNA R | \$93,500 | 473 |
| MCCANN, ARDIS L | \$88,513 | 472 |
| STUARD, DARYL LYNN | \$97,436 | 470 |
| HENDERSON, STACY J | \$107,200 | 468 |
| THOMPSON, JEREMY RAY | \$89,678 | 468 |
| LEE, ELTON DAVID | \$166,712 | 467 |
| HUCKABAY, MARY ANN | \$138,247 | 467 |

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|---------------------------|-----------|-----|
| PEDDY, WALTER J | \$100,616 | 466 |
| YOUNG, JAMES R | \$88,000 | 465 |
| JONES, MICHAEL C | \$127,304 | 464 |
| COTHAM, WILLIAM P | \$105,808 | 464 |
| HARRELL, SCOTT M | \$108,963 | 462 |
| HOWARD, STEPHANIE DAWN | \$130,000 | 459 |
| CAMARILLO, CHARLES W | \$104,900 | 459 |
| LIMBAUGH, DUANE A | \$87,120 | 456 |
| DIAZ, MARK F | \$130,364 | 455 |
| GIBSON, ROBERT D | \$100,529 | 455 |
| CLARK, WILLIAM H | \$44,996 | 452 |
| MARKHAM, BRYAN K | \$92,000 | 448 |
| MCCUGH, KEVIN D | \$92,671 | 447 |
| COTTRILL, JEFFREY R | \$144,300 | 446 |
| DAVIS KENNEDY, EDNA Y | \$108,320 | 446 |
| ALVARADO, SARA ALICIA | \$99,000 | 445 |
| SIMONSON, MERLE STANLEY | \$77,664 | 443 |
| WINDHAM, DONALD M | \$95,191 | 436 |
| SEAGLER, TROY C | \$80,361 | 436 |
| KERNS, DANE A | \$102,000 | 434 |
| WILLIS, VICTOR R | \$108,000 | 430 |
| LANKFORD, BOBBIE JILL | \$110,725 | 428 |
| HOGUE, SCOTT ALAN | \$111,240 | 427 |
| BENAVIDES, DALIA CASTILLO | \$92,000 | 425 |
| JORDAN, BYRON R | \$94,234 | 423 |
| FIEDLER, CHARLTON SHANE | \$90,000 | 423 |
| RICE, VICKI LYNN | \$88,700 | 422 |
| SMITH, DEWITT T | \$139,788 | 418 |
| BLANCHARD, BETTY LOU | \$61,008 | 415 |
| CARTWRIGHT, BROCK P | \$86,089 | 413 |
| WESTBROOK, ROBERT K | \$105,389 | 412 |
| SHIELDS, CHARLES KENNETH | \$89,000 | 412 |
| VELASCO, JAIME | \$115,000 | 411 |
| LASITER, CLIFFORD A | \$97,248 | 411 |
| KELLEY, TIMOTHY D | \$92,126 | 411 |
| FRANCO, JOSE GUADALUPE | \$121,822 | 410 |
| BAIN, REBECCA SUE | \$92,000 | 410 |
| DEL BOSQUE, DAVID D | \$142,676 | 403 |
| NORMAN, TIMOTHY N | \$91,035 | 403 |
| JOHNSON, FRANCES BERRONES | \$116,251 | 402 |
| MCGOWN, SHANE A | \$98,908 | 402 |
| UNTERBRINK, KAREN M | \$97,602 | 401 |
| SMITH, LESLIE K | \$90,000 | 401 |
| COX, WALTER W | \$55,350 | 397 |
| SANDERS, JEFFERY ROY | \$85,000 | 396 |
| PARTON, TROY GENE | \$111,934 | 394 |
| MASON, SHAWN W | \$106,000 | 389 |

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|---------------------------|-----------|-----|
| MUSICK, STUART A | \$99,700 | 389 |
| NOT REPORTED | . | 387 |
| THOMPSON, JOHN MICHAEL | \$84,600 | 386 |
| OLIVER, RICKY DWAYNE | \$42,000 | 386 |
| NOT REPORTED | . | 385 |
| GROSS, SARAHI | \$102,125 | 384 |
| REED, JAMES CRAIG | \$106,000 | 383 |
| BATTS, TROY | \$96,000 | 383 |
| JOHNSON, FRANCES BERRONES | \$100 | 383 |
| HEID, KRISTI ROCHELLE | \$114,204 | 380 |
| HIGGINS, WILLIAM S | \$97,368 | 380 |
| BREM, JERRY W | \$23,040 | 380 |
| EDWARDS, CYNTHIA ANN | \$126,000 | 379 |
| SNIDER, RANDY L | \$98,089 | 378 |
| CRUM, DENVER S | \$97,851 | 378 |
| DRAKE, KELLY E | \$16,500 | 378 |
| SLAUGHTER, SHELLY LEE | \$93,438 | 377 |
| COTNER, SARA ELIZABETH | \$93,177 | 377 |
| WILLMON, JOEL DAVID | \$71,240 | 376 |
| UTTLEY, PAUL L | \$100,000 | 375 |
| EDWARDS, TRAVIS WAYNE | \$91,667 | 374 |
| ROSE, RICHARD S | \$150,000 | 370 |
| HOLT, DENNIS GARLAND | \$109,725 | 369 |
| MAY, SARA CATHERINE | \$96,500 | 369 |
| MILLEDGE, BETTYE | \$10 | 368 |
| VAUGHN, JOE KARL | \$101,352 | 366 |
| DEVINE, DOUGLAS G | \$110,777 | 365 |
| PAWELEK, TODD CHRISTOPHER | \$95,200 | 364 |
| CUEVA, ADELL L | \$49,942 | 363 |
| GILMORE, CLIFTON L | \$63,096 | 359 |
| KELLY, PATRICK W | \$41,000 | 358 |
| AGUERO, OSCAR NATHAN | \$75,000 | 357 |
| SIMS, MICHAEL JOHN | \$90,000 | 357 |
| BRADLEY, SHERYL TERESE | \$30,000 | 354 |
| MAGDALENO, NYDIA M | \$33,340 | 353 |
| BURNS, KELLY M | \$86,726 | 347 |
| MARCHBANKS, BARBARA LEE | \$91,000 | 345 |
| MITCHELL, PHILLIP GLEN | \$83,519 | 343 |
| RILEY, DANIEL CLINT | \$23,197 | 342 |
| TATE, CARRIE JEAN | \$103,500 | 341 |
| TAYLOR, LARRY J | . | 339 |
| STANLEY, LISA | \$104,799 | 337 |
| MICKELSON, KRISTI L | \$99,000 | 337 |
| BYRD, JEFFREY ZANE | \$99,553 | 335 |
| KEAHEY, MARK D | \$86,946 | 334 |
| TREADWELL, LLOYD H | \$72,800 | 334 |
| MCBRAYER, CASSIDY DEEANN | \$101,970 | 330 |

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|------------------------|-----------|-----|
| NELMS, RONALD C | \$144,000 | 319 |
| LOWRY, ROBERT DALE | \$101,621 | 318 |
| DOVER, DARRIAN LYNN | \$88,065 | 318 |
| HARTMANN, MICHELLE D | \$95,172 | 317 |
| JOHNSON, STEVEN PAUL | \$78,000 | 316 |
| BELLAR, JAROD A | \$95,000 | 314 |
| RAY, DAVID MARTIN | \$62,475 | 313 |
| GARCIA, CYNTHIA M | \$109,481 | 313 |
| BATY, LOUIS L | \$103,000 | 313 |
| FULLER, DANIEL E | \$88,000 | 311 |
| WEEAKS, THOMAS R | \$110,849 | 308 |
| CHAVEZ, MELISSA MARIE | \$67,600 | 304 |
| SKIPPER, BARBARA L | \$69,000 | 302 |
| GONZALEZ, HERIBERTO D | \$144,000 | 300 |
| WHITE, PENNY D | \$97,548 | 298 |
| CARTER, MICHAEL RAY | \$84,000 | 298 |
| HOOD, AARON K | \$63,710 | 296 |
| DAVIS, KATHRYN EMELIA | \$40,294 | 295 |
| CASTILLO, ALEX P | \$82,600 | 295 |
| RAUCH, ROBERT J | \$107,981 | 294 |
| WILLIAMS, PATRICIA A | \$47,153 | 294 |
| GRANDJEAN, TODD | \$92,700 | 294 |
| BANNOWSKY, AMY E | \$86,009 | 294 |
| DICKSON, HEATH ALLEN | \$85,215 | 294 |
| NOWLIN, DAVID WAYNE | \$9,614 | 294 |
| AMONETT, CATHERINE SUE | \$52,088 | 293 |
| FORD, TERRYBETH N | \$37,240 | 293 |
| BARRON, JAMES BAKEWELL | \$95,000 | 291 |
| NEAL, BRIAN S | \$96,922 | 289 |
| TERRY, MARK ANTHONY | \$47,507 | 287 |
| DOSSEY, MATTHEW F | \$6,588 | 287 |
| VELKY, DAVID JOSEPH | \$88,271 | 287 |
| INNIS, ROSE D | \$68,360 | 286 |
| GRAHAM, BRANT | \$94,000 | 286 |
| ROBINETT, RIKKI D | \$85,000 | 285 |
| EDISON, RICHARD A | \$93,151 | 284 |
| MOORE, JAMES EDWARD | \$86,000 | 284 |
| HICKS, KEVIN | \$265,553 | 283 |
| STROMAN, BRIAN PAUL | \$95,320 | 283 |
| POWERS, KRISTI L | \$29,330 | 283 |
| PILGER, ADREN M | \$97,000 | 281 |
| VELEZ, LORETTA LYNN | \$107,228 | 280 |
| WALDRIP, AARON M | \$90,000 | 280 |
| EDISON, DAVID ALLEN | \$67,140 | 279 |
| RICHARDSON, KEITH W | \$127,400 | 277 |
| HAMILTON, EMMETT ORAN | \$90,400 | 277 |
| FISHER, MICHAEL D | \$85,000 | 275 |

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|----------------------------|-----------|-----|
| PENA, ALBERT A | \$116,500 | 274 |
| BAUMGARTNER, RICHARD PAUL | \$38,500 | 274 |
| BURLESON, STERLING TODD | \$113,185 | 272 |
| FRYAR, ROBERT V | \$101,591 | 272 |
| CHIEU, NANCY | \$29,308 | 272 |
| HALEY, CURTIS L | \$105,082 | 271 |
| BROWN, KENNETH A | \$95,000 | 270 |
| ELDRIDGE, CURTIS ALAN | \$91,362 | 270 |
| WALLER, JAY E | \$10,721 | 268 |
| UNDERWOOD, DAVE N | \$130,000 | 265 |
| GONZALES, LEANDRO | \$106,038 | 264 |
| RENDON, JOSEPH G | \$135,000 | 263 |
| STOUT, DAVID R | \$100,000 | 263 |
| FLEEGE, NICK | \$59,000 | 263 |
| SETLIFF, DOUGLAS W | \$88,500 | 261 |
| JOHNSON, DONNA S | \$114,787 | 260 |
| BARNETT, BILLY L | \$92,600 | 260 |
| MCLAREN, STEVEN C | \$103,291 | 259 |
| HOWARD, DREW A | \$82,500 | 259 |
| MORALES, NELLIE | \$79,568 | 259 |
| CLINGENPEEL, DONALD ARTHUR | \$63,654 | 258 |
| LINDSEY, MALINDA A. | \$89,300 | 257 |
| SILER, TIMOTHY L | \$90,000 | 256 |
| HAGAN, LYSA M | \$35,319 | 255 |
| COLLINS, BILLY F | \$122,000 | 254 |
| BROWN, PAMELA C | \$95,000 | 254 |
| ENIS, GREGORY W | \$70,000 | 253 |
| KEITH, MORRIS RAY | \$79,261 | 252 |
| COKER, KENTON LEE | \$98,876 | 249 |
| BARTRAM, TIMOTHY L | \$87,000 | 249 |
| STICKELS, DAVID RODNEY | \$45,000 | 248 |
| DECKER, GREGORY D | \$78,795 | 246 |
| YANAR, VICTOR OMAR | \$100,000 | 245 |
| MUNIZ, OSCAR S | \$87,000 | 245 |
| DAWSON, BRENT RYAN | \$83,000 | 245 |
| ALVARADO, MARIO ALBERTO | \$98,000 | 244 |
| HUTCHERSON, JULIA N | \$53,687 | 243 |
| RICE, CLIFFORD DWIGHT | \$83,800 | 243 |
| BOHANNON, GARY | \$106,000 | 242 |
| JOHNSON, FRANCES BERRONES | \$100 | 241 |
| HARVEY, JEFF W | \$98,917 | 240 |
| SLONE, JAMES L | \$88,237 | 240 |
| LOPEZ, ELIZABETH B | \$87,551 | 239 |
| HOOTEN, MICHAEL JAMES | \$26,664 | 239 |
| LAWSON, CHERYL GRACE | \$62,791 | 237 |
| HENDERSON, EURAL WAYNE | \$97,253 | 235 |
| WALDO, GLEN E | \$89,000 | 233 |

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|-----------------------------|-----------|-----|
| COX, NOWLIN DAVID | \$88,000 | 233 |
| VINCENT, SCOTT | \$85,000 | 232 |
| CLINE, RONALD LEE | \$102,292 | 230 |
| DOMINGUEZ, MARK A | \$49,000 | 230 |
| BUNTING, JASON RAY | \$86,000 | 228 |
| BATES, GARY DEWAYNE | \$100,900 | 227 |
| NORWOOD, PAMELA S | \$90,000 | 227 |
| HICKS, GRAYDON W | \$87,494 | 227 |
| HYDE, JOHN DUANE | \$100,000 | 226 |
| BERRY, TRACI ELLEN | \$18,600 | 226 |
| KELLEY, SCOT PATRICK | \$120,244 | 225 |
| SPITZER, TY SEAN | \$79,516 | 225 |
| MIK, RICHARD LEE | \$26,034 | 220 |
| MARWITZ, STANTON | \$77,868 | 220 |
| BATEMAN, KENNETH O | \$43,767 | 219 |
| WALTS, JOHN E | \$60,000 | 218 |
| CARR, DUSTIN WAYNE | \$11,346 | 217 |
| DUGAR, TORI EUGENIA | \$35,937 | 216 |
| COODY, JACK E | \$77,500 | 210 |
| ROBERTS, TROY L | \$98,000 | 208 |
| PATTERSON, BRIAN EDWARD | \$88,663 | 207 |
| NOT REPORTED | . | 205 |
| HOUGH, ERIC L | \$85,700 | 204 |
| HERNANDEZ, ALBERT | \$81,818 | 204 |
| JOHNSON, FRANCES BERRONES | \$1,000 | 204 |
| JENKINS, JACQUELINE A | \$40,969 | 203 |
| HALLMARK, REBECCA KAY | \$42,000 | 200 |
| MARKERT, LARRY G | \$41,000 | 200 |
| FRANCIS, MICHELLE R | \$78,070 | 200 |
| WEST, LEANNA D | \$83,430 | 196 |
| WOLFENBARGER, ORLIE KENNETH | \$95,500 | 195 |
| GILL, DONNA L | \$91,750 | 195 |
| FOX, MONICA DIONNE | \$83,700 | 195 |
| HINES, CORY BLAKE | \$80,000 | 194 |
| RHODES, DONALD P | \$109,244 | 193 |
| NOT REPORTED | . | 192 |
| GARRETT, PATTY WELLS | \$89,990 | 191 |
| MCLAIN, ROBERT H | \$92,791 | 190 |
| BUTLER, STEPHEN E | \$91,870 | 189 |
| WOLF, STEVEN D | \$83,000 | 189 |
| YATES, MELVIN E | \$90,400 | 188 |
| MOREE, CODY WAYNE | \$102,742 | 187 |
| SHELTON, TERESA | \$85,000 | 187 |
| THOMASON, JACK F | \$58,587 | 186 |
| WILSON, TODD R | \$86,900 | 185 |
| LANE, BARBARA L | \$35,000 | 185 |
| MITCHELL, RICHARD M | \$75,000 | 183 |

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|-------------------------------|-----------|-----|
| ELLISOR HARRIS, ELIZABETH ANN | \$34,296 | 182 |
| WHISENHUNT, DAVID RAY | \$79,100 | 182 |
| PICKLE, KELLY RENAE | \$87,550 | 180 |
| REYNOLDS, RICHARD KENT | \$58,490 | 179 |
| MYNARCIK, LARRY J | \$92,000 | 179 |
| ELLIS, JACKIE R | \$80,000 | 177 |
| JONES, RICHARD E | \$83,166 | 177 |
| SHARP, HIRAM EDWIN | \$87,261 | 176 |
| JOHNSON, JODY JAY | \$9,170 | 175 |
| LAGER, JEROME | \$51,500 | 174 |
| JONES, BRADLEY S | \$47,280 | 174 |
| RYMAN-SHAY, LAURA | \$82,740 | 173 |
| JEFFERSON, ANTHONY | \$85,000 | 171 |
| RAINS, WILLIAM DAVID | \$88,000 | 171 |
| TUBB, JOHNNY H | \$90,400 | 170 |
| MCDOWELL, BRANDON O | \$85,000 | 170 |
| WEEKS, CERISE CHRISTINE | \$4,620 | 168 |
| EVANS, DARRELL R | \$36,674 | 168 |
| BURCHINAL, RHONDA K | \$70,625 | 168 |
| DOCKERY, CRYSTAL KAY | \$125,773 | 167 |
| MORGAN, MAXIE D | \$85,000 | 167 |
| BRINKMAN, TAMMY | \$47,788 | 166 |
| WALDRON, JOSEPH E | \$90,177 | 164 |
| LOWE, JANA L | \$31,252 | 163 |
| NANNY, DWIGHT L | \$8,592 | 162 |
| ESPINO, MANUEL G | \$100,000 | 162 |
| JENKINS, COREY D | \$37,750 | 162 |
| SLATTON, BRADLEY FRANK | \$108,000 | 161 |
| METZLER, JOHN PAUL | \$95,694 | 161 |
| RODGERS, JOEL W | \$46,771 | 161 |
| BLUE, PATRICIA | \$93,200 | 161 |
| ROBINSON, EDRED WYNN | \$32,500 | 161 |
| WILSON, CONNIE ELAINE | \$75,000 | 160 |
| COCHRAN, WILLIAM L | \$86,447 | 159 |
| JONES, JASON S | \$84,975 | 158 |
| AINSWORTH, MARTEY B | \$119,570 | 157 |
| WILSON, JOHN KEVIN | \$93,500 | 156 |
| HUDSON, ROBERT ALLEN | \$38,167 | 156 |
| AULD, GARY G | \$107,486 | 155 |
| BAUGH, KEN | \$97,000 | 155 |
| WAGNER, TRAVIS S | \$40,500 | 154 |
| THOMAS, GORDON N | \$3,427 | 153 |
| SUAREZ, ARTURO BARRERA | \$106,320 | 152 |
| GARZA, MARIA L | \$42,287 | 152 |
| GOTT, GEORGE A | \$115,000 | 150 |
| CATHRINER, KAREN D'ANN | \$106,000 | 150 |
| WEST, TIMOTHY LEE | \$72,325 | 150 |

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|--------------------------|-----------|-----|
| BOBBITT, BRIAN E | \$80,186 | 149 |
| LAPIC, TERRY M | \$720 | 148 |
| BERRY, TRACI ELLEN | \$11,400 | 148 |
| AGUIRRE, ANTONIO | \$87,884 | 148 |
| LAMB, JAY S | \$54,652 | 148 |
| MAGALLAN, AMANDA ANN | \$4,986 | 146 |
| HENNESSEY, CARLA MAE | \$72,000 | 146 |
| HELMS, JOE T | \$85,720 | 143 |
| MICKELSON, STEVEN EDWARD | \$25,000 | 143 |
| FLOYD, CHERYL L | \$91,327 | 142 |
| ATKINS, MARY JANE | \$44,200 | 141 |
| BOWDEN, DOUGLAS CARROLL | \$60,000 | 140 |
| HOTTMAN, SARAH L | \$43,350 | 140 |
| MURPHY, PATRICK D | \$39,900 | 140 |
| MCLAUGHLIN, BILLY S | \$72,808 | 139 |
| GILSTRAP, CLARENCE D | \$61,700 | 139 |
| MOELLER, RICKY LYNN | \$76,718 | 139 |
| BUFFE, LINDA D | \$75,312 | 138 |
| DICKSON, AMY BROWNING | \$97,100 | 138 |
| WINTER, MICHAEL CHAD | \$75,000 | 138 |
| JAMES, STEVEN H | \$54,261 | 137 |
| SANDLIN, NANCY DAY | \$90,000 | 137 |
| GILBERT, VINCENT C | \$89,100 | 136 |
| SCOTT, JOHNNY MIKE | \$37,500 | 136 |
| VANHOOSE, ALBERT R | \$90,400 | 134 |
| SMITH, JACQUELYN R | \$74,600 | 132 |
| UMHOLTZ, GEORGE ALAN | \$80,000 | 129 |
| PAQUIN, PATRICIA C | \$67,153 | 128 |
| OVERBO, TRYGVE MARTIN | \$108,468 | 128 |
| BURROW, STANLEY SCOTT | \$52,000 | 128 |
| BRYANT, JOHN L | \$60,352 | 125 |
| HUMPHREY, ROBERT TROY | \$86,600 | 123 |
| LOEFFLER, EVELYN B | \$74,288 | 123 |
| CEDERSTROM, ERIC JOHN | \$127,814 | 122 |
| ELLIS, ROGER | \$92,455 | 120 |
| RYAN, RANDALL PAUL | \$87,550 | 120 |
| BURGER, JERRY BRYCE | \$70,000 | 120 |
| FREEMAN, DANNY W | \$52,500 | 119 |
| FRANCO, ELDON B | \$38,959 | 119 |
| BRUCE, ROBERT LANE | \$10,669 | 118 |
| DUCK, TROY L | \$95,000 | 118 |
| BRASWELL, DAVID L | \$48,926 | 117 |
| THWEATT, WILLIAM DAVID | \$73,696 | 116 |
| WALDROP, COLBY R | \$75,000 | 116 |
| BROWN, MARK WAYNE | \$82,000 | 115 |
| PARDUE, MELISSA JANE | \$24,468 | 114 |
| SANDERS, WENDY NICOLE | \$47,502 | 114 |

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|---------------------------|-----------|-----|
| SANCHEZ, JESSICA RAE | \$42,840 | 113 |
| APPELT, JASON L | \$24,285 | 113 |
| CHISUM, KEVIN W | \$34,621 | 112 |
| FOWLER, DON D | \$43,094 | 112 |
| DUNN, KELLY CLAY | \$45,000 | 110 |
| TANKERSLEY, JIM D | \$92,597 | 109 |
| SPIKES, BOB FORD | \$31,830 | 108 |
| ULCAK, CHRISTOPHER | \$42,500 | 108 |
| BURDEN, ADRIANNE K | \$12,004 | 107 |
| JONES, BOBBIE JEAN | \$60,750 | 106 |
| MORGAN, WILLIAM PATRICK | \$44,000 | 104 |
| RICE, DOUGLAS RAY | \$30,258 | 104 |
| POER, AMANDA DALE | \$7,417 | 103 |
| WHITE, BRYAN K | \$66,968 | 103 |
| BERCKENHOFF, LISA A | \$24,599 | 102 |
| DEL HIERRO GLORIA, OLIVIA | \$47,418 | 100 |
| FREEMAN, JOHN LEON | \$86,000 | 96 |
| CASTRO, PAUL DAVID | \$150,000 | 94 |
| MASON, LARRY WAYNE | \$45,488 | 93 |
| KIRBY, JEFFREY WAYNE | \$48,000 | 91 |
| UNDERWOOD, DALE L | \$38,000 | 89 |
| MILLS, DONALD L | \$59,957 | 86 |
| BUNTING, JASON RAY | \$21,200 | 86 |
| DRAKE, TRACI D | \$15,235 | 84 |
| STANFIELD, TANIS L | \$23,164 | 83 |
| SLAUGHTER, ALICE LYNETTE | \$23,309 | 81 |
| ZAMORA, GABRIEL | \$28,287 | 77 |
| PANDEY, SHUBHAM | \$75,650 | 77 |
| JOHNSON, JOHNNY L | \$91,000 | 75 |
| SIKES, DEBRA L | \$31,434 | 74 |
| GOMEZ, FABIAN HECTOR | \$96,774 | 72 |
| SINGH, GUADALUPE | \$45,000 | 70 |
| KENNEDY, MELVIN DAVID | \$41,391 | 69 |
| NOT REPORTED | . | 67 |
| KAUFFMAN, THERESA R | \$17,500 | 64 |
| ENGLE, DEBRA I | \$31,754 | 46 |
| WILSON, JOHN C | \$33,075 | 44 |
| LEAL, LYDIA | \$38,300 | 27 |
| STODDARD, ERIC THOMAS | \$62,488 | 19 |
| BACON, WILLIAM A | \$43,754 | 18 |
| NOT REPORTED | . | 6 |

| County | District Name | Charter Status |
|------------------|-------------------------------------|-------------------------|
| HIDALGO COUNTY | IDEA PUBLIC SCHOOLS | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | UPLIFT EDUCATION | OPEN ENROLLMENT CHARTER |
| TAYLOR COUNTY | TEXAS COLLEGE PREPARATORY ACADEMY | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | KIPP INC CHARTER | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | KIPP INC CHARTER | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | YES PREP PUBLIC SCHOOLS INC | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | INTERNATIONAL LEADERSHIP OF TEXAS | OPEN ENROLLMENT CHARTER |
| MCLENNAN COUNTY | HARMONY SCIENCE ACAD (WACO) | OPEN ENROLLMENT CHARTER |
| ERATH COUNTY | PREMIER HIGH SCHOOLS | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | LIFE SCHOOL | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | TEXANS CAN ACADEMIES | OPEN ENROLLMENT CHARTER |
| TRAVIS COUNTY | KIPP AUSTIN PUBLIC SCHOOLS INC | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | JUBILEE ACADEMIC CENTER | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | HARMONY SCHOOL OF EXCELLENCE | OPEN ENROLLMENT CHARTER |
| TRAVIS COUNTY | HARMONY SCIENCE ACADEMY (AUSTIN) | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | HARMONY SCIENCE ACAD (SAN ANTONIO) | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | HARMONY SCIENCE ACADEMY | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | HARMONY SCHOOL OF SCIENCE - HOUSTON | OPEN ENROLLMENT CHARTER |
| EL PASO COUNTY | HARMONY SCIENCE ACAD (EL PASO) | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | KIPP SAN ANTONIO | OPEN ENROLLMENT CHARTER |
| HIDALGO COUNTY | VANGUARD ACADEMY | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | TRINITY BASIN PREPARATORY | OPEN ENROLLMENT CHARTER |
| TOM GREEN COUNTY | TEXAS LEADERSHIP | OPEN ENROLLMENT CHARTER |
| TOM GREEN COUNTY | TEXAS LEADERSHIP | OPEN ENROLLMENT CHARTER |
| ELLIS COUNTY | WAXAHACHIE FAITH FAMILY ACADEMY | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | GREAT HEARTS TEXAS | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | A W BROWN LEADERSHIP ACADEMY | OPEN ENROLLMENT CHARTER |
| BELL COUNTY | RICHARD MILBURN ALTER HIGH SCHOOL | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | HOUSTON GATEWAY ACADEMY INC | OPEN ENROLLMENT CHARTER |
| TARRANT COUNTY | NEWMAN INTERNATIONAL ACADEMY | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | UNIVERSAL ACADEMY | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | KIPP DALLAS-FORT WORTH | OPEN ENROLLMENT CHARTER |
| TRAVIS COUNTY | WAYSIDE SCHOOLS | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | BROOKS ACADEMY OF SCIENCE AND ARTS | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | PROMISE COMMUNITY SCHOOL | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | SOUTHWEST SCHOOL | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | SOUTHWEST SCHOOL | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | ADVANTAGE ACADEMY | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | THE VARNETT PUBLIC SCHOOL | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | SCHOOL OF SCIENCE AND TECHNOLOGY | OPEN ENROLLMENT CHARTER |
| TARRANT COUNTY | ARLINGTON CLASSICS ACADEMY | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | GOLDEN RULE CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | GOLDEN RULE CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| SMITH COUNTY | CUMBERLAND ACADEMY | OPEN ENROLLMENT CHARTER |
| BELL COUNTY | ORENDA CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | WINFREE ACADEMY CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |

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| WILLIAMSON COUNTY | MERIDIAN WORLD SCHOOL LLC | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | BASIS TEXAS | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | LEGACY PREPARATORY | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | GEORGE GERVIN ACADEMY | OPEN ENROLLMENT CHARTER |
| HIDALGO COUNTY | HORIZON MONTESSORI PUBLIC SCH | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | RAUL YZAGUIRRE SCHOOL FOR SUCC | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | SCHOOL OF SCIENCE AND TECHNOLI | OPEN ENROLLMENT CHARTER |
| COLLIN COUNTY | IMAGINE INTERNATIONAL ACADEM' | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | THE RHODES SCHOOL | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | INSPIRED VISION ACADEMY | OPEN ENROLLMENT CHARTER |
| GALVESTON COUNTY | ODYSSEY ACADEMY INC | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | SER-NINOS CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | LA ACADEMIA DE ESTRELLAS | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | A+ ACADEMY | OPEN ENROLLMENT CHARTER |
| ANGELINA COUNTY | PINEYWOODS COMMUNITY ACADEM' | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | FOCUS LEARNING ACADEMY | OPEN ENROLLMENT CHARTER |
| EL PASO COUNTY | BURNHAM WOOD CHARTER SCHOO | OPEN ENROLLMENT CHARTER |
| TRAVIS COUNTY | NYOS CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | MANARA ACADEMY | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | SOUTHWEST PREPARATORY SCHOO | OPEN ENROLLMENT CHARTER |
| DENTON COUNTY | LEADERSHIP PREP SCHOOL | OPEN ENROLLMENT CHARTER |
| JEFFERSON COUNTY | BOB HOPE SCHOOL | OPEN ENROLLMENT CHARTER |
| TARRANT COUNTY | WESTLAKE ACADEMY CHARTER SCH | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | JOHN H WOOD JR PUBLIC CHARTER | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | SCHOOL OF EXCELLENCE IN EDUCAT | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | GEORGE I SANCHEZ CHARTER | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | VILLAGE TECH SCHOOLS | OPEN ENROLLMENT CHARTER |
| MCLENNAN COUNTY | RAPOPORT ACADEMY PUBLIC SCHO | OPEN ENROLLMENT CHARTER |
| BELL COUNTY | PRIORITY CHARTER SCHOOLS | OPEN ENROLLMENT CHARTER |
| TARRANT COUNTY | HIGH POINT ACADEMY | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | EVOLUTION ACADEMY CHARTER SCI | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | ARISTOI CLASSICAL ACADEMY | OPEN ENROLLMENT CHARTER |
| ECTOR COUNTY | COMPASS ACADEMY CHARTER SCHC | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | ACADEMY OF ACCELERATED LEARNI | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | NEW FRONTIERS CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| TRAVIS COUNTY | AUSTIN ACHIEVE PUBLIC SCHOOLS | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | NOVA ACADEMY (SOUTHEAST) | OPEN ENROLLMENT CHARTER |
| TRAVIS COUNTY | EAST AUSTIN COLLEGE PREP | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | DRAW ACADEMY | OPEN ENROLLMENT CHARTER |
| SMITH COUNTY | UT TYLER INNOVATION ACADEMY | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | UME PREPARATORY ACADEMY | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | CITYSCAPE SCHOOLS | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | GATEWAY CHARTER ACADEMY | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | PEGASUS SCHOOL OF LIBERAL ARTS | OPEN ENROLLMENT CHARTER |
| COMAL COUNTY | TRINITY CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| TRAVIS COUNTY | UNIVERSITY OF TEXAS UNIVERSITY C | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | SAN ANTONIO SCHOOL FOR INQUIR' | OPEN ENROLLMENT CHARTER |

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| DALLAS COUNTY | RICHLAND COLLEGIATE HIGH SCHOC | OPEN ENROLLMENT CHARTER |
| TARRANT COUNTY | FORT WORTH ACADEMY OF FINE AR | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | EXCEL ACADEMY | OPEN ENROLLMENT CHARTER |
| ECTOR COUNTY | UTPB STEM ACADEMY | OPEN ENROLLMENT CHARTER |
| TRAVIS COUNTY | AUSTIN DISCOVERY SCHOOL | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | BETA ACADEMY | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | TWO DIMENSIONS PREPARATORY A | OPEN ENROLLMENT CHARTER |
| JEFFERSON COUNTY | TEKOA ACADEMY OF ACCELERATED | OPEN ENROLLMENT CHARTER |
| TARRANT COUNTY | EAST FORT WORTH MONTESSORI AC | OPEN ENROLLMENT CHARTER |
| TARRANT COUNTY | CHAPEL HILL ACADEMY | OPEN ENROLLMENT CHARTER |
| MONTGOMERY COUNTY | TEXAS SERENITY ACADEMY | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | AMIGOS POR VIDA-FRIENDS FOR LIF | OPEN ENROLLMENT CHARTER |
| BRAZOS COUNTY | ARROW ACADEMY | OPEN ENROLLMENT CHARTER |
| NUECES COUNTY | SEASHORE CHARTER SCHOOLS | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | BEATRICE MAYES INSTITUTE CHARTI | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | C O R E ACADEMY | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | ACADEMY OF DALLAS | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | EDUCATION CENTER INTERNATIONAL | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | ACADEMY FOR ACADEMIC EXCELLEN | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | HERITAGE ACADEMY | OPEN ENROLLMENT CHARTER |
| TRAVIS COUNTY | CEDARS INTERNATIONAL ACADEMY | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | STEP CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| BEE COUNTY | ST MARY'S ACADEMY CHARTER SCHI | OPEN ENROLLMENT CHARTER |
| MIDLAND COUNTY | MIDLAND ACADEMY CHARTER SCHC | OPEN ENROLLMENT CHARTER |
| TARRANT COUNTY | TREETOPS SCHOOL INTERNATIONAL | OPEN ENROLLMENT CHARTER |
| WEBB COUNTY | GATEWAY ACADEMY CHARTER DIST | OPEN ENROLLMENT CHARTER |
| BRAZOS COUNTY | BRAZOS SCHOOL FOR INQUIRY & CR | OPEN ENROLLMENT CHARTER |
| EL PASO COUNTY | EL PASO ACADEMY | OPEN ENROLLMENT CHARTER |
| HIDALGO COUNTY | MIDVALLEY ACADEMY CHARTER DIS | OPEN ENROLLMENT CHARTER |
| TRAVIS COUNTY | CHAPARRAL STAR ACADEMY | OPEN ENROLLMENT CHARTER |
| TRAVIS COUNTY | MONTESSORI FOR ALL | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | ZOE LEARNING ACADEMY | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | BEXAR COUNTY ACADEMY | OPEN ENROLLMENT CHARTER |
| JEFFERSON COUNTY | EHRHART SCHOOL | OPEN ENROLLMENT CHARTER |
| DENTON COUNTY | TRIVIUM ACADEMY | OPEN ENROLLMENT CHARTER |
| EL PASO COUNTY | VISTA DEL FUTURO CHARTER SCHOC | OPEN ENROLLMENT CHARTER |
| TARRANT COUNTY | TEXAS SCHOOL OF THE ARTS | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | THE PRO-VISION ACADEMY | OPEN ENROLLMENT CHARTER |
| DENTON COUNTY | NORTH TEXAS COLLEGIATE ACADEM | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | CALVIN NELMS CHARTER SCHOOLS | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | ST ANTHONY SCHOOL | OPEN ENROLLMENT CHARTER |
| TRAVIS COUNTY | UNIVERSITY OF TEXAS ELEMENTARY | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | ELEANOR KOLITZ HEBREW LANGUAK | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | LIGHTHOUSE CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| GALVESTON COUNTY | AMBASSADORS PREPARATORY ACAI | OPEN ENROLLMENT CHARTER |
| TRAVIS COUNTY | TEXAS EMPOWERMENT ACADEMY | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | LUMIN EDUCATION | OPEN ENROLLMENT CHARTER |

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| HAYS COUNTY | TEXAS PREPARATORY SCHOOL | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | ACCELERATED INTERMEDIATE ACAD | OPEN ENROLLMENT CHARTER |
| LUBBOCK COUNTY | RISE ACADEMY | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | ALIEF MONTESSORI COMMUNITY SC | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | POR VIDA ACADEMY | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | CARPE DIEM SCHOOLS | OPEN ENROLLMENT CHARTER |
| EL PASO COUNTY | LA FE PREPARATORY SCHOOL | OPEN ENROLLMENT CHARTER |
| NACOGDOCHES COUNTY | STEPHEN F AUSTIN STATE UNIVERSI' | OPEN ENROLLMENT CHARTER |
| EL PASO COUNTY | EL PASO LEADERSHIP ACADEMY | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | MEYERPARK ELEMENTARY | OPEN ENROLLMENT CHARTER |
| EL PASO COUNTY | PASO DEL NORTE ACADEMY CHARTER | OPEN ENROLLMENT CHARTER |
| HIDALGO COUNTY | EXCELLENCE IN LEADERSHIP ACADEM' | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | TRINITY ENVIRONMENTAL ACADEM' | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | THE LAWSON ACADEMY | OPEN ENROLLMENT CHARTER |
| SOMERVELL COUNTY | BRAZOS RIVER CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| TRAVIS COUNTY | THE EXCEL CENTER | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | HOUSTON HEIGHTS HIGH SCHOOL | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | GLOBAL LEARNING VILLAGE | OPEN ENROLLMENT CHARTER |
| MCLENNAN COUNTY | WACO CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| REAL COUNTY | BIG SPRINGS CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| LUBBOCK COUNTY | SOUTH PLAINS ACADEMY CHARTER | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | JEAN MASSIEU ACADEMY | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | NOVA ACADEMY | OPEN ENROLLMENT CHARTER |
| HAYS COUNTY | KI CHARTER ACADEMY | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | ALPHA CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| NUECES COUNTY | CORPUS CHRISTI MONTESSORI SCHC | OPEN ENROLLMENT CHARTER |
| HAYS COUNTY | KATHERINE ANNE PORTER SCHOOL | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | POSITIVE SOLUTIONS CHARTER SCHC | OPEN ENROLLMENT CHARTER |
| NUECES COUNTY | DR M L GARZA-GONZALEZ CHARTER | OPEN ENROLLMENT CHARTER |
| GREGG COUNTY | EAST TEXAS CHARTER SCHOOLS | OPEN ENROLLMENT CHARTER |
| TRAVIS COUNTY | THE EXCEL CENTER (FOR ADULTS) | OPEN ENROLLMENT CHARTER |
| ERATH COUNTY | ERATH EXCELS ACADEMY INC | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | UNIVERSITY OF HOUSTON CHARTER | OPEN ENROLLMENT CHARTER |
| PANOLA COUNTY | PANOLA CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| VAN ZANDT COUNTY | RANCH ACADEMY | OPEN ENROLLMENT CHARTER |
| BEXAR COUNTY | HENRY FORD ACADEMY ALAMEDA S | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | A+ UNLIMITED POTENTIAL | OPEN ENROLLMENT CHARTER |
| WALKER COUNTY | RAVEN SCHOOL | OPEN ENROLLMENT CHARTER |
| KENDALL COUNTY | MEADOWLAND CHARTER SCHOOL | OPEN ENROLLMENT CHARTER |
| PARKER COUNTY | CROSSTIMBERS ACADEMY | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | COMQUEST ACADEMY | OPEN ENROLLMENT CHARTER |
| DALLAS COUNTY | PIONEER TECHNOLOGY & ARTS ACA | OPEN ENROLLMENT CHARTER |
| HARRIS COUNTY | HOUSTON HEIGHTS LEARNING ACAI | OPEN ENROLLMENT CHARTER |
| JOHNSON COUNTY | KAUFFMAN LEADERSHIP ACADEMY | OPEN ENROLLMENT CHARTER |

| Superintendent | Base Pay | Enrollment |
|-----------------------------|-----------|------------|
| TORKELSON, THOMAS EDWARD | \$450,000 | 29335 |
| STEVENSON, ANN LOUISE | \$115,343 | 15768 |
| COOK, CHARLES S | \$95,625 | 14219 |
| ALI, SEHBA Z | \$246,840 | 13347 |
| FEINBERG, MICHAEL H | \$240,569 | 13347 |
| DIBELLA, MARK A | \$220,000 | 10258 |
| CONGER, EDWARD G | \$159,000 | 10239 |
| AY, FATIH | \$109,620 | 9774 |
| w | \$95,625 | 7038 |
| WILSON, THOMAS B | \$225,000 | 5668 |
| MARQUEZ, RICHARD | \$225,000 | 5271 |
| EPSTEIN, STEVEN | \$153,000 | 4990 |
| AMADOR, DANIEL G | \$146,128 | 4731 |
| COSKUNER, RAMAZAN | \$111,360 | 4417 |
| GREGORY, GINA | \$104,140 | 3971 |
| YASAR, BILGEHAN MUHARREM | \$112,840 | 3705 |
| KARAN, HARUN | \$113,100 | 3424 |
| KARAN, HARUN | \$113,100 | 3396 |
| KAYA, GULTEKIN | \$102,400 | 3300 |
| LARSON, MARK WESLEY | \$165,000 | 2947 |
| OLIVAREZ, ROBERT LEE | \$215,169 | 2883 |
| SHAFFER, RANDAL CRAIG | \$300,000 | 2778 |
| LANDERS, JOHN WALTER | \$149,350 | 2656 |
| LEDBETTER, RONALD DAVID | \$144,200 | 2656 |
| PURCELL, MOLLIE JO | \$254,000 | 2552 |
| SCOGGIN, DANIEL PAUL | \$198,000 | 2312 |
| FERGUSON-MIDDLETON, LAURA A | \$189,000 | 2278 |
| HALL, NORMAN R | \$139,000 | 2219 |
| GARZA, RICHARD | \$188,645 | 2218 |
| GEORGE, SHEBA KULOTHUNGAN | \$105,000 | 2208 |
| HARRIS, DIANE | \$250,000 | 2090 |
| HORNE, MICHAEL | \$160,000 | 1997 |
| ABBOTT, MATTHEW M | \$115,000 | 1991 |
| SCHUTZ, LISA ANN | \$99,540 | 1961 |
| ANDERSON, ANASTASIA B | \$125,000 | 1940 |
| JAMES, JANELLE | \$146,602 | 1839 |
| ARTEAGA, BRENDA LEE | \$120,927 | 1839 |
| MCDONALD, ANGELA RUTH | \$140,000 | 1650 |
| NOT REPORTED | . | 1607 |
| NALCACI, MEHMET | \$107,620 | 1534 |
| SIMS, CRAIG LEE | \$120,000 | 1486 |
| DELGADO, VICENTE | \$200,000 | 1476 |
| VILLARREAL, TERESA R | \$98,000 | 1476 |
| COTTON, NORMA ELIZABETH | \$106,416 | 1466 |
| RICKEY, RICHARD N | \$131,829 | 1463 |
| SCHOTT, BRANDY B | \$150,000 | 1429 |

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| FERNANDEZ, RICHARD | \$53,806 | 1421 |
| SANKEY, EVA | \$92,000 | 1384 |
| GOOD, REBECCA B | \$152,491 | 1362 |
| HAWKINS, BARBARA D | \$60,000 | 1355 |
| ANSARI, ALIM U | \$161,014 | 1350 |
| TAMEZ, ADRIANA | \$165,000 | 1331 |
| NALCACI, MEHMET | \$107,620 | 1238 |
| MANTZEY, BRIAN K | \$1 | 1230 |
| BONTON, MICHELLE LAVETTE | \$85,000 | 1186 |
| WHITE, BRENTON P | \$80,000 | 1128 |
| GOODMAN, JENNIFER SUZANNE | \$57,500 | 1126 |
| CONSTANTINE, CHARMAINE | \$60,270 | 1108 |
| MANTEI, LORRAINE ESTHER | \$107,700 | 1083 |
| WHITE, BRENTON P | \$80,000 | 1069 |
| MARCHAND, BRUCE F | \$49,673 | 1038 |
| MCCLURE, LEROY | \$181,000 | 1018 |
| MAGDALENO, NYDIA M | \$66,660 | 963 |
| ZIMMERMANN, JKATHLEEN LEMOINE | \$119,334 | 958 |
| CLARKE, FREDERICK | \$130,500 | 917 |
| SHORT, GARY L | \$80,527 | 908 |
| ALTON, STACY DAWN | \$113,500 | 876 |
| LOPEZ, ROBERTO | \$101,052 | 850 |
| SEXTON-BRYSON, JANET MECHELLE | \$75,280 | 843 |
| ROCKSTROH, BRUCE CEDRIC | \$156,380 | 835 |
| MADKINS, SHEILDA | \$85,000 | 830 |
| RODRIGUEZ, MARIA MARGARET | \$113,364 | 823 |
| WILLIAMS, DAVID LOUIS | \$83,553 | 823 |
| NEUMANN, ALEXIS LEIGH | \$96,408 | 818 |
| TURNIPSEED, LULA K | \$120,000 | 816 |
| STELLAR, KATIE PETERSON | \$102,000 | 809 |
| TRIGG, CYNTHIA A | \$158,000 | 802 |
| DAVIDSON, BRENDA GAIL | \$45,450 | 779 |
| MOORE, REBECCA A | \$107,150 | 778 |
| ROBINS, DORIS L | \$150,000 | 761 |
| SEGURA, ALFREDO | \$122,735 | 742 |
| ARMBRUST, JOHN DAVID | \$64,313 | 702 |
| WOODS, DONNA | \$214,232 | 701 |
| CAVAZOS, SALVADOR | \$220,500 | 669 |
| DONATTI, FERNANDO | \$11,546 | 660 |
| SIMMONS, JO ANN | \$114,283 | 636 |
| SPURLOCK, MICHAEL SCOTT | \$101,751 | 627 |
| BRANNON, LEONARD R | \$130,982 | 620 |
| MOORE, ROBBIE L | \$166,174 | 618 |
| LANNEN, VIRGINIA P | \$46,662 | 599 |
| RAGLAND, KELLIE M | \$117,988 | 597 |
| CHAVEZ, MELISSA MARIE | \$67,600 | 589 |
| NELSON, TONJA DENIECHA | \$12,000 | 578 |

| | | |
|---------------------------|-----------|-----|
| NOT REPORTED | . | 572 |
| RILEY, DANIEL CLINT | \$35,098 | 569 |
| BROOKS, THOMAS D | \$27,494 | 565 |
| RATHEAL, JULI | \$99,516 | 563 |
| MOSS, LEIGH PARKER | \$69,500 | 557 |
| ANDREWS, LATISHA D | \$50,000 | 542 |
| SIMPSON, DAISY | \$129,000 | 534 |
| RICHARDSON, PAULA A | \$261,500 | 524 |
| BROWN, JOYCE G | \$102,231 | 520 |
| LANDRY, TODD A | . | 518 |
| SIMMONS, HAGMON DRUNARD | \$125,000 | 507 |
| DELGADO, FREDDY RAMON | \$50,902 | 499 |
| SANDERS, AUDREY N | \$44,000 | 491 |
| MC INTYRE, COLLEEN | \$43,713 | 489 |
| MAYES, CHRISTOPHER D | \$51,749 | 483 |
| FULLER, DAVID CONRAD | \$89,875 | 478 |
| MILLEGE, BETTYE | \$10 | 476 |
| TOWNSEND, DONNA R | \$93,500 | 473 |
| MCCANN, ARDIS L | \$88,513 | 472 |
| LEE, ELTON DAVID | \$166,712 | 467 |
| DIAZ, MARK F | \$130,364 | 455 |
| CLARK, WILLIAM H | \$44,996 | 452 |
| SIMONSON, MERLE STANLEY | \$77,664 | 443 |
| LANKFORD, BOBBIE JILL | \$110,725 | 428 |
| BLANCHARD, BETTY LOU | \$61,008 | 415 |
| JOHNSON, FRANCES BERRONES | \$116,251 | 402 |
| NOT REPORTED | . | 387 |
| GROSS, SARAHI | \$102,125 | 384 |
| JOHNSON, FRANCES BERRONES | \$100 | 383 |
| DRAKE, KELLY E | \$16,500 | 378 |
| COTNER, SARA ELIZABETH | \$93,177 | 377 |
| ROSE, RICHARD S | \$150,000 | 370 |
| MILLEGE, BETTYE | \$10 | 368 |
| SIMS, MICHAEL JOHN | \$90,000 | 357 |
| BRADLEY, SHERYL TERESE | \$30,000 | 354 |
| MAGDALENO, NYDIA M | \$33,340 | 353 |
| RILEY, DANIEL CLINT | \$23,197 | 342 |
| TATE, CARRIE JEAN | \$103,500 | 341 |
| STANLEY, LISA | \$104,799 | 337 |
| NELMS, RONALD C | \$144,000 | 319 |
| RAY, DAVID MARTIN | \$62,475 | 313 |
| CHAVEZ, MELISSA MARIE | \$67,600 | 304 |
| DAVIS, KATHRYN EMELIA | \$40,294 | 295 |
| CASTILLO, ALEX P | \$82,600 | 295 |
| WILLIAMS, PATRICIA A | \$47,153 | 294 |
| NOWLIN, DAVID WAYNE | \$9,614 | 294 |
| FORD, TERRYBETH N | \$37,240 | 293 |

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|---------------------------|-----------|-----|
| TERRY, MARK ANTHONY | \$47,507 | 287 |
| HICKS, KEVIN | \$265,553 | 283 |
| BAUMGARTNER, RICHARD PAUL | \$38,500 | 274 |
| CHIEU, NANCY | \$29,308 | 272 |
| RENDON, JOSEPH G | \$135,000 | 263 |
| FLEEGE, NICK | \$59,000 | 263 |
| MORALES, NELLIE | \$79,568 | 259 |
| HAGAN, LYSA M | \$35,319 | 255 |
| YANAR, VICTOR OMAR | \$100,000 | 245 |
| HUTCHERSON, JULIA N | \$53,687 | 243 |
| JOHNSON, FRANCES BERRONES | \$100 | 241 |
| LOPEZ, ELIZABETH B | \$87,551 | 239 |
| HOOTEN, MICHAEL JAMES | \$26,664 | 239 |
| LAWSON, CHERYL GRACE | \$62,791 | 237 |
| BUNTING, JASON RAY | \$86,000 | 228 |
| BERRY, TRACI ELLEN | \$18,600 | 226 |
| MIK, RICHARD LEE | \$26,034 | 220 |
| DUGAR, TORI EUGENIA | \$35,937 | 216 |
| NOT REPORTED | . | 205 |
| HERNANDEZ, ALBERT | \$81,818 | 204 |
| JOHNSON, FRANCES BERRONES | \$1,000 | 204 |
| FOX, MONICA DIONNE | \$83,700 | 195 |
| NOT REPORTED | . | 192 |
| LAGER, JEROME | \$51,500 | 174 |
| JEFFERSON, ANTHONY | \$85,000 | 171 |
| WEEKS, CERISE CHRISTINE | \$4,620 | 168 |
| WILSON, CONNIE ELAINE | \$75,000 | 160 |
| SUAREZ, ARTURO BARRERA | \$106,320 | 152 |
| GARZA, MARIA L | \$42,287 | 152 |
| LAPIC, TERRY M | \$720 | 148 |
| BERRY, TRACI ELLEN | \$11,400 | 148 |
| SCOTT, JOHNNY MIKE | \$37,500 | 136 |
| PAQUIN, PATRICIA C | \$67,153 | 128 |
| BRUCE, ROBERT LANE | \$10,669 | 118 |
| PARDUE, MELISSA JANE | \$24,468 | 114 |
| SANCHEZ, JESSICA RAE | \$42,840 | 113 |
| CASTRO, PAUL DAVID | \$150,000 | 94 |
| UNDERWOOD, DALE L | \$38,000 | 89 |
| MILLS, DONALD L | \$59,957 | 86 |
| BUNTING, JASON RAY | \$21,200 | 86 |
| STANFIELD, TANIS L | \$23,164 | 83 |
| PANDEY, SHUBHAM | \$75,650 | 77 |
| NOT REPORTED | . | 67 |
| KAUFFMAN, THERESA R | \$17,500 | 64 |

Cover Sheet

Waiver of Portion of Student Handbook Re: National Honor Society

Section: VII. Curriculum Action Items
Item: A. Waiver of Portion of Student Handbook Re: National Honor Society
Purpose: Vote
Submitted by:

RECOMMENDATION:

Consider and Take Action to Waive the portion of the 2016-2017 Student Handbook relating to National Honor Society (NHS), so that the District follows the guidelines and/or bylaws of NHS focusing on a student's cumulative grade point average, and particularly waive the clause "with no grade lower than 90.0." on page 78 and waive the clause "with no grade lower than 85.0" on page 79. RESOLUTION The Board hereby resolves that the following clauses on Pages 78-79, respectively, of the 2016-2017 Student Handbook are waived: "with no grade lower than 90.0" and "with no grade lower than 85.0." The Board action shall take effect immediately upon passage unless otherwise noted. PASSED AND APPROVED BY THE MAJORITY OF MEMBERS OF THE BOARD OF DIRECTORS OF INTERNATIONAL AMERICAN FEDERATION, INC., ON THE DATE OF THIS MEETING.

Cover Sheet

Food Services: Vended Meals

Section: VIII. Other Action Items
Item: A. Food Services: Vended Meals
Purpose: Vote
Submitted by:
Related Material: Vended Meals Evaluation Final.pdf

BACKGROUND:
Ranking Sheet

RECOMMENDATION:

Consider and Take Action to Authorize the Administration to Negotiate and Enter into an Agreement with Revolution Foods ("Vendor") on the Vended Meals RFP.

RESOLUTION The Board hereby resolves that the District is authorized to Negotiate and Enter into an Agreement with Revolution Foods ("Vendor") on the Vended Meals RFP.

The Board further resolves that should the Administration and Vendor fail or otherwise decline to enter into an agreement, then the District shall formally end negotiations and proceed into negotiations with the next vendor, as ranked, until an agreement is reached or contract rebid. The Board action shall take effect immediately upon passage unless otherwise noted.

PASSED AND APPROVED BY THE MAJORITY OF MEMBERS OF THE BOARD OF DIRECTORS OF INTERNATIONAL AMERICAN FEDERATION, INC., ON THE DATE OF THIS MEETING.

| | | | | |
|--|------------------|------------------|--------------------|-----------------|
| Request for Proposals for Vended Meals-Evaluation | 1 | 2 | 3 | 4 |
| | | | | |
| Proposer Name | Revolution Foods | Healthy Lunchbox | Northwest Catering | Preferred Foods |
| <u>Winning Proposer</u> | | | | |

*The Grand Total from the Primary Scoring Matrix/Criteria evaluation and the Grand Total from the Secondary Scoring Matrix/Criteria shall be added together in order to award the contract to the proposer with
[Grand Total Primary + Grand Total Secondary = Total Awarded Points]

Attachments

The following files are attached to this PDF: You will need to open this document in an application that supports attachments (i.e. [Adobe Reader](#)) in order to access these files.

Supt Salaries.xlsx