



International Leadership of Texas, Inc.

Meeting of the Board of Directors of International Leadership of Texas

Date and Time

Wednesday May 17, 2017 at 6:30 PM CDT

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

I. Opening Items

Opening Items

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

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

Board Services

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

Academic Excellence

- A.** Superintendent Report
- B.** CFO Report
- C.** CAO Report
- D.** Discussion of Proposed Student/Parent Handbook and Code of Conduct 2017-2018
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
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

CEO Support And Eval

VII. Curriculum Action Items

Finance

A. Waiver of Portion of Student Handbook Re: National Honor Society

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

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

Coversheet

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

Coversheet

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.

Coversheet

CFO Report

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

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

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

ASSETS	AUDITED August 2016	March 2017
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	<u>3,783,812</u>	<u>5,668,482</u>	<u>149.81%</u>
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	<u>84,792,885</u>	<u>48,274,398</u>	<u>56.93%</u>
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	<u>4,188,547</u>	<u>2,882,633</u>	<u>68.82%</u>
Net Assets Released from Restrictions:			
Restrictions Satisfied by Payments	-		
Total Revenue	<u>\$ 92,765,244</u>	<u>\$ 56,825,513</u>	<u>61.26%</u>
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	<u>91,244,334</u>	<u>58,000,028</u>	<u>63.57%</u>
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**

RECONCILIATION OF CHANGE IN NET ASSETS TO NET	<u>March 2017</u>
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	-
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><u>\$ 20,454,494</u></u>

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><u>\$ 117,522,061</u></u>	<u><u>\$ 123,413,948</u></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	575,488	575,488
Total Current Liabilities	<u>6,191,298</u>	<u>10,979,771</u>
LONG-TERM LIABILITIES		
Loans	-	2,399,080
Long-term debt	111,991,068	111,752,811
Total Long-Term Liabilities	<u>111,991,068</u>	<u>114,151,891</u>
Total Liabilities	<u><u>\$ 118,182,366</u></u>	<u><u>\$ 125,131,662</u></u>
NET ASSETS		
Unrestricted	(708,903)	(671,140)
Temporarily restricted	48,598	2,625
Permanently restricted	-	8,210
Revenue/Expenses	-	(1,057,409)
Total Net Assets	<u>(660,305)</u>	<u>(1,717,715)</u>
Total Liabilities and Net Assets	<u><u>\$ 117,522,061</u></u>	<u><u>\$ 123,413,948</u></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 Porvided (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>

Payment Estimates



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

Coversheet

CAO Report

Section:	IV. The Office of the Superintendent [Reports & Discussion]
Item:	C. CAO Report
Purpose:	FYI
Submitted by:	
Related Material:	Carrasco Board Report_5 17 2017.pdf Carrasco Board Report Supplement_5 18 2017 college admissions.pdf

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

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

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 TP--Top Public Schools
2		Texas A&M University-Commerce	Submitted		
3	2	Texas A&M University-Commerce	Submitted		
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 Dalllas	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 District	Accepted	
85		Texas A&M University-Commerce	Submitted	
86	19	The University of Houston - Main Campus	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, Indiana	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 Campus	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 District	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 Hill	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 Campus	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	

Coversheet

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 ~

2017-2018 STUDENT/PARENT HANDBOOK AND CODE OF CONDUCT

BOARD APPROVED: JUNE 21, 2017

Table of Contents

Table of Contents2

Handbook Acknowledgement Form.....6

International Leadership of Texas Education Mission.....7

ILTexas Student Pledge.....8

Academic Program9

ILTexas Instructional Curriculum Summary9

Trilingual Education K-1210

Dual Language Immersion (DLI), English/Spanish10

Dual Credit/College Prep1314

Language Assessment and Immersion.....1615

K-5 Trilingual Trajectory.....16

Admission to International Leadership of Texas.....2219

Notice of Non-Discrimination.....2219

School Admission.....2320

McKinney Vento Homeless Education Assistance Act of 20012421

Intra-District Transfer Policy2623

Student Information2623

Food Allergy Information2623

Residency Verification.....2724

Withdrawal Procedure2724

Middle School Algebra I & English I Parent/Student Options (if success is not met)3128

Attendance30

Excused Absences3532

Unexcused Absences3633

Closed Campus for Grades 6-12.....3633

Late Start / Early Dismissal for Grades 6-12.....3633

Daily Attendance Taking3633

Arrival and Dismissal Procedures3936

Beyond the Classroom	4037
Field Trips	4037
End of Year Educational Trips	4037
Child Nutrition Program	4238
Communication with Parents	4541
Informal conferences	4642
Formal Grievance Process.....	4642
Cell Phones and Electronic Devices	4945
Credits/Transcripts for Transfer Students	4945
Academic Achievement Record (AAR)/Transcript.....	5046
Discipline/Student Code of Conduct	5046
Discipline Management - Techniques	6648
Code of Conduct Violations	6849
Conferences, Hearings, and Appeals	7254
District Information	7657
Academic Probation.....	7657
Disaster and Fire Preparedness.....	7658
Interrogations and Searches	7758
Procedures for Use of Restraint and Time-Out	7860
School Closings or Delay.....	7960
Teacher Qualifications – Parents’ Right to Know	7960
Tutorials for Grades 1-12.....	7961
Student Fees	7961
Displaying a Student’s Artwork, Projects, Photos, and Other Original Work	8062
Distribution of Materials or Documents	8162
Accommodations for Children of Military Families	8163
Pledges of Allegiance and Moment of Silence.....	8263
Recitation of the Declaration of Independence	8263
Prayer and Meditation.....	8264
Dress Code & Uniforms.....	8264
Elementary Specific Uniform Code and Policies	8465
Middle Sschool Specific Uniform Code and Policies.....	8667
High School Specific Uniform Code and Policies.....	8970
Extracurricular Activities and Athletics.....	9273

Extra Clubs and Organizations	<u>9678</u>
Honor Societies (NJHS and NHS).....	<u>9778</u>
Grading Program, Promotion Standards, Graduation Requirements.....	<u>9879</u>
Others Before Self Service Learning Project	<u>9879</u>
Promotion Standards.....	<u>9981</u>
Calculation of Weighted GPA.....	<u>10283</u>
Valedictorian and Salutatorian Requirements	<u>10283</u>
Internal Communication of Rank	<u>10283</u>
External Communication of Rank	<u>10283</u>
Grading System and Grade Reporting	<u>10384</u>
End of Course Exams	<u>10586</u>
ILTexas High School Academics.....	<u>10687</u>
Credit Recovery Guidelines	<u>10889</u>
ILTexas Student Graduate Profile	<u>11595</u>
Health Information	<u>11696</u>
Dispensing of Prescription Medications at School	<u>11897</u>
Communicable Diseases	<u>11998</u>
Immunizations	<u>11999</u>
Steroid Notice.....	<u>120400</u>
Law Enforcement Agencies	<u>120400</u>
Child Abuse Reporting and Programs	<u>121401</u>
Plan for Addressing Sexual Abuse and Other Maltreatment of Children	<u>121401</u>
Freedom for Discrimination, Harrassment, and Retaliation.....	<u>123403</u>
Freedom from Bullying and Cyber-Bullying.....	<u>126406</u>
State-Mandated School Health Screening Program.....	<u>127407</u>
Honor Code.....	<u>128408</u>
Parent Involvement/PTO.....	<u>131411</u>
ILTexas.org	<u>132412</u>
Parent Volunteers (Volunteers in Public Schools).....	<u>132412</u>
Volunteer Background Checks.....	<u>133412</u>
Visitor Policy.....	<u>133413</u>
School Property	<u>134414</u>
ILTexas Acceptable Use Policy (AUP).....	<u>135415</u>
ILTexas Acceptable use policy (AUP) Parent Permission Form and User Agreement	<u>138417</u>

Especially for Parents 139~~118~~

Surveys and Activities 139~~118~~

“Opting Out” of Surveys and Activities..... 139~~118~~

Annual Notice of Parent and Student Rights (Annual FERPA Confidentiality Notice)..... 139~~118~~

Use of Student Work in School Publications 143~~122~~

Electronic Communication Device Commitment Form 144~~123~~

Parent Level I Grievance Form 125

Parent Level II Grievance Form 127

~~IL 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: _____

~ 6 ~

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 lǐng 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

~ 9 ~

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,

~ 10 ~

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))

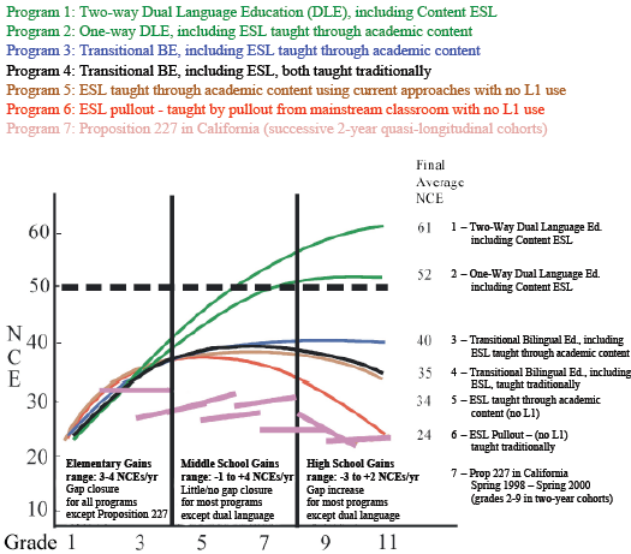


Figure 1. National data comparing different instructional programs for ELLs. Source: From Figure 5.2 in Thomas & Collier's (2009, p. 55) book titled *Educating English Learners for a Transformed World*.

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.

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.

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 exeptional 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 resoureces (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.~~

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 (Dual Language Immersion Spanish/English)	Students will receive an academic letter grade in content areas (Reading/ Language Arts, Science, Math, Social Studies)	Spanish LOTE (Languages other Than English)	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 (Foreign Language in the Elementary School) using immersion methods	Students will receive an academic letter grade for content specific material (Chinese grade)	Chinese LOTE (Languages other Than English)	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:

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 Programming 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: • 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		Keller K-5th Chinese FLES • 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.
			Grand Prairie, North Richland Hills, Katy and West Park		
	K	50/50	50/50		
	1	50/50	50/50		
	2	50/50	50/50		
	3	50/50	50/50		
	4	50/50	Modified		
	5	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.				

			<p>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.</p>
--	--	--	--

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.

Last modified 5/12/2017 {AF}

Elementary Language Programing for Grades K-5

Spanish (Dual Language Immersion Program)					Chinese (Foreign Language in Elementary School)				
Grades & Courses					Grades & Courses				
K-5 th					K-5 th				
Two-way 50/50 Dual Language Immersion Program					K-5 th Chinese FLES				
G	Garland & Arlington	Keller	Grand Prairie, North Richland Hills, Katy, West Park,	Lancaster, East Fort Worth, Saginaw Windmills Lakes	Arlington & Garland: <u>Kinder- Year 1 Students</u> <u>1st Grade- Year 2 Students</u> <u>2nd Grade- Year 3 Students</u> <u>3rd Grade- Year 4 Students</u> <u>4th-5th Grade- Year 5 Students</u> Keller: <u>Kinder- Year 1 Students</u> <u>1st Grade-Year 2 Students</u> <u>2nd Grade- Year 3 Students</u> <u>3rd-5th Grade- Year 4 Students</u> North Richland Hills/Grand Prairie/Katy/Westpark: <u>Kinder - Year 1 Students</u> <u>1st-5th Grade: Year 2 Students</u> East Fort Worth/Lancaster/Saginaw/Windmill Lakes: <ul style="list-style-type: none">Kinder-5th Grade: Year 1 Students *All campuses: 1st-5th Grade Advanced Chinese Groups (facilitated by TA). Advanced = students working at least 2 proficiency levels above grade level peers.				
K	50/50	50/50	50/50	50/50					
1	50/50	50/50	50/50	50/50					
2	50/50	50/50	50/50	M					
3	50/50	50/50	M	M					
4	50/50	50/50	M	M					
5	50/50	M	M	M					
Note: (M) refers to a MODIFIED programming for 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.									

THIS PAGE INTENTIONALLY LEFT BLANK

DRAFT

~ 20 ~

THIS PAGE INTENTIONALLY LEFT BLANK

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

~ 22 ~

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

~ 23 ~

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.

~ 24 ~

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

~ 29 ~

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.

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.

~ 34 ~

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~~

~ 36 ~

~~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

~ 38 ~

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.

~ 39 ~

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

~ 40 ~

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.school lunchapp.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, 2017 – June 2018)

~ 42 ~

- 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.schoolnlunchapp.com>
- -A Link is available under the Parent tab: School Meal Information-click on Free and Reduced Application-Qualifications and requirements.
- After the 17thth of August and through June of 2018~~16~~, 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.

~ 45 ~

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

~ 46 ~

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 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

~ 49 ~

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 - = 92 0	B - = 82 0	C - = 72 0	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.

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

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.

~ 54 ~

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.

~ 55 ~

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.

- 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).

~ 57 ~

- 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.

~ 58 ~

- 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) 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, 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;

~ 61 ~

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 IL TEXAS 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~~

~ 67 ~

~~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 IL Texas 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 IL Texas 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.~~

~ 70 ~

- ~~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;~~
 - ~~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.~~

~~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;~~

~ 75 ~

~~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.

~ 78 ~

- 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:

~ 79 ~

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;

~ 81 ~

- 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 fade 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.

~ 85 ~

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.

~ 88 ~

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

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 rehearsals/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.

~ 93 ~

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.

~ 94 ~

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

~ 95 ~

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:

~ 96 ~

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.

~ 97 ~

- *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

~ 99 ~

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):

~ 100 ~

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.

~ 101 ~

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~~

- ~~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

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:

~ 108 ~

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.

~ 109 ~

~~THIS PAGE INTENTIONALLY LEFT BLANK~~

~ 110 ~

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 Bilitery by outstanding performance on an AP Spanish, AP Chinese exam or AAPPL assessment by completing the distinguished level of achievement requirements.



Basic User		Independent User		Proficient User	
<h1>What's my proficiency level?</h1>					
 NOVICE LOW <ul style="list-style-type: none">Can give listsUses only memorized phrasesOccasional short sentences		 NOVICE MID <ul style="list-style-type: none">Speaks in lists50+ wordsNo creationCan introduce self and others		 NOVICE HIGH <ul style="list-style-type: none">Speaks in phrasesSpeech is still limited to memorized materialCan ask for and give simple directions	
 INTERMEDIATE LOW <ul style="list-style-type: none">Speaks in complete sentencesCan hold simple conversations about everyday topicsCan ask and answer questions on familiar topics		 INTERMEDIATE MID <ul style="list-style-type: none">Can create with language using some memorized phrasesCreated language is mostly related to selfCan handle a simple situation or transactionCan create my own questions and answer someone else's		 INTERMEDIATE HIGH <ul style="list-style-type: none">Can use language to do a task that requires multiple stepsCan handle a situation that may have a complicationCan present a point of view with reasons to supportAsk and answer variety of questionsCan tell a story in the past, present and future with errors	
 ADVANCED LOW <ul style="list-style-type: none">Can participate in most informal and some formal conversationsNarrates and describes in paragraphsCan rephrase and describe unfamiliar wordsSpeech may be somewhat irregular, strained, and tentativeCan convey intended message without confusionCan narrate a story in the past, present, and future		 ADVANCED MID <ul style="list-style-type: none">Narrates and describes in the past, present, and future with few errorsCommunicates well about concrete topics, especially familiar topicsCan handle an unexpected turn of events		 ADVANCED HIGH <ul style="list-style-type: none">Can communicate with ease about a variety of topicsDoes better discussing concrete rather than abstract topicsCan paraphrase and describe words to compensate for unknown vocabulary	
 Parrot <ul style="list-style-type: none">Combine your words and phrases into full sentences.Practice asking questions.Keep learning new words.		 Survivor <ul style="list-style-type: none">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 <ul style="list-style-type: none">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.	

*Based on 2012 ACTFL Proficiency Guidelines

*Based on 2012 ACTFL Proficiency Guidelines

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

~ 111 ~

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
---	------------	------------------------	--------------------	---------------------------------------	---------

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	CHIIBMS	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	CHIEXAP	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

~ 114 ~

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	1/2 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	3/4	Additional Math courses, Technology courses, or approved courses of the students choosing may satisfy the elective requirement.

~ 115 ~

*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.

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 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

~ 118 ~

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.

STERIOD 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;

~ 120 ~

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

~ 121 ~

- 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

~ 122 ~

<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

~ 123 ~

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:

~ 124 ~

- 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.

~ 126 ~

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.

~ 127 ~

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

~ 128 ~

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.

~ 130 ~

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

~ 133 ~

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.

~ 135 ~

- 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 wished 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.

~ 137 ~

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 _____

~ 138 ~

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

~ 140 ~

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)."

ILTexas 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.

~ 142 ~

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: _____

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

(Signature of student) Date: _____

(Printed name of student)

(Signature of parent/guardian) Date: _____

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:

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:** _____

~ 146 ~



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): _____ _____ _____ _____ _____ _____ _____ _____ _____ _____	

~ 147 ~

<hr/> <hr/> <hr/> <hr/>		
7. What was the date of the decision or circumstances causing your complaint? <hr/> <hr/>		
8. Please explain how you have been harmed by this decision or circumstance: <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>		
9. Please describe any efforts you have made to resolve your complaint informally and the responses to your effort: <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>		
10. With whom did you communicate? <hr/> <hr/> <hr/>	11. On what date (s)? <hr/> <hr/> <hr/>	
12. Please describe the outcome or remedy you seek for this complaint: <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>		
13. Signature of Complainant: <hr/> <hr/> <hr/>	14. Signature of Complainant's Representative: <hr/> <hr/> <hr/>	15. Date of Filing: <hr/> <hr/>
<p style="text-align: center;">Complainant, Please Note:</p> <p>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.</p> <p>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.</p>		

~ 148 ~

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: _____ _____ _____ _____ _____ _____ _____ _____ _____ _____	

~ 149 ~



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)

<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>
<u>5. If you will be represented in pursuing your complaint, please identify that individual or organization:</u> Name: _____ Address: _____ Telephone: _____ Email: _____	
<u>6. Please describe the decision or circumstances causing your complain/grievance (give specific, factual details):</u> _____ _____ _____ _____ _____ _____ _____ _____ _____	

Formatted: Centered

Formatted Table

<u>7. What was the date of the decision or circumstances causing your complaint?</u> _____		
<u>8. Please explain how you have been harmed by this decision or circumstance:</u> _____ _____ _____ _____ _____		
<u>9. Please describe any efforts you have made to resolve your complaint informally and the responses to your effort:</u> _____ _____ _____ _____ _____		
<u>10. With whom did you communicate?</u> _____ _____	<u>11. On what date (s)?</u> _____ _____	
<u>12. Please describe the outcome or remedy you seek for this complaint:</u> _____ _____ _____ _____ _____		
<u>13. Signature of Complainant:</u> _____ _____	<u>14. Signature of Complainant's Representative:</u> _____ _____	<u>15. Date of Filing:</u> _____
<p style="text-align: center;"><u>Complainant, Please Note:</u></p> <p><u>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.</u></p> <p><u>Attach to this form any documents that you believe will support the complaint; if unavailable when you submit this form, the 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.</u></p>		

~ 152 ~

Coversheet

2017-2018 Compensation for the Superintendent

Section: V. Office of the Superindendent Action Items
Item: A. 2017-2018 Compensation for the Superintendent
Purpose: Vote
Submitted by:
Related Material: Exhibit A 2017 (000000003).pdf
Supt Salaries.xlsx
Supt Compensation EXCEL 2 sheets.pdf

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%	

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

Supt Salaries.xlsx

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

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

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 TEXAS	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	EVANES ISD	TRADITIONAL ISD/CSD

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

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	BRENHAM 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	CALALLEN 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

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

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

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
DIMMIT 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	SWEENY 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

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

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	COLDSPRING-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

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 TECHNOLO	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

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	HALLETTSVILLE 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

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

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

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

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

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

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

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

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

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

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 UNIVERSI	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

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

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 SCH	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 SCH	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

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

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	PRIDY 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

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

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

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

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

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

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

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

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

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, RICHELLE	\$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

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

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

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
LAFAYERS, 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

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

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

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
HOOKEER, 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

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

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

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

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, SHELLEY 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

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

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
FLEECE, 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

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

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

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

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

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 TECHNOL	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

DALLAS COUNTY	RICHLAND COLLEGIATE HIGH SCHOOL	OPEN ENROLLMENT CHARTER
TARRANT COUNTY	FORT WORTH ACADEMY OF FINE ARTS	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 ACADEMY	OPEN ENROLLMENT CHARTER
JEFFERSON COUNTY	TEKOA ACADEMY OF ACCELERATED LEARNING	OPEN ENROLLMENT CHARTER
TARRANT COUNTY	EAST FORT WORTH MONTESSORI ACADEMY	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 LIFE	OPEN ENROLLMENT CHARTER
BRAZOS COUNTY	ARROW ACADEMY	OPEN ENROLLMENT CHARTER
NUECES COUNTY	SEASHORE CHARTER SCHOOLS	OPEN ENROLLMENT CHARTER
HARRIS COUNTY	BEATRICE MAYES INSTITUTE CHARTER SCHOOL	OPEN ENROLLMENT CHARTER
HARRIS COUNTY	CORE 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 EXCELLENCE	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 SCHOOL	OPEN ENROLLMENT CHARTER
MIDLAND COUNTY	MIDLAND ACADEMY CHARTER SCHOOL	OPEN ENROLLMENT CHARTER
TARRANT COUNTY	TREETOPS SCHOOL INTERNATIONAL	OPEN ENROLLMENT CHARTER
WEBB COUNTY	GATEWAY ACADEMY CHARTER DISTRICT	OPEN ENROLLMENT CHARTER
BRAZOS COUNTY	BRAZOS SCHOOL FOR INQUIRY & CREATIVITY	OPEN ENROLLMENT CHARTER
EL PASO COUNTY	EL PASO ACADEMY	OPEN ENROLLMENT CHARTER
HIDALGO COUNTY	MIDVALLEY ACADEMY CHARTER DISTRICT	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	TRIVIAM ACADEMY	OPEN ENROLLMENT CHARTER
EL PASO COUNTY	VISTA DEL FUTURO CHARTER SCHOOL	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 ACADEMY	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 LANGUAGE	OPEN ENROLLMENT CHARTER
BEXAR COUNTY	LIGHTHOUSE CHARTER SCHOOL	OPEN ENROLLMENT CHARTER
GALVESTON COUNTY	AMBASSADORS PREPARATORY ACADEMY	OPEN ENROLLMENT CHARTER
TRAVIS COUNTY	TEXAS EMPOWERMENT ACADEMY	OPEN ENROLLMENT CHARTER
DALLAS COUNTY	LUMIN EDUCATION	OPEN ENROLLMENT CHARTER

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 SCH	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

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
MILLEDGE, 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
MILLEDGE, 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

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
FLEECE, 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

Coversheet

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.

Coversheet

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]