

Treetops School International
12500 S Pipeline Rd
Euless, TX 76040
(817) 283-1771

SCHOOL BOARD MEETING AGENDA

Date: August 19, 2026 @ 7:00pm

Location: Treetops School International Campus, 12500 S Pipeline Rd, Bldg 1AA Administration Bldg

- A. Opening Items: Record Attendance and Guests
- B. Call to Order:
- C. Approval of Minutes from June 2026 Board Meeting Vote
- D. Public Comments:

Thirty Minutes prior to beginning of the meeting, members of the public may sign up for the opportunity to address the board, the total time for public comments for this meeting is 15 minutes, with each speaker limited to no more than 3 minutes each.

- E. Reports
 - a. Superintendent's Report FYI
 - b. Board Training FYI
 - c. Student Count: 225 (as of 8/12/2026) FYI
 - d. IPM – Andres Rizo is our Certified IPM Coordinator FYI
- F. Finance
 - a. Budget Amendments 25-26 Vote
 - b. Budget Approval 26-27 Vote
 - c. TEA Payment Update FYI
 - d. ESC XI Contracts 26-27 Vote
 - e. Payroll Tax Update FYI
- G. Annual Certification Compliance SB 12, TEC Section 11.005 and TEC Section 28.002 Vote
- H. Closed Session (if required):

Pursuant to Texas Government Code Section 551.071, to consult with school's attorney, in person or by phone on a matter in which the duty of the attorney to the school under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with Chapter 551 of the Texas Government Code. Pursuant to Texas Government Code Section 551.074 to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee.

- I. Comments and Announcements
- J. Adjournment

Next Meeting date (tentatively): October 21, 2026 @7:00pm

The subjects to be discussed or considered or upon which any formal action may be taken are listed above. Items do not have to be taken in the same order as shown on this Notice. If, during the course of the meeting covered by this Notice, the Board should determine that a closed meeting of the Board should be held or is required in relation to any item regarding the Treetops School included in this notice, then such closed meeting is authorized by Texas Government Code

Section 551.001, et.seq., including for any of the following reasons:

Section 551.071- For the purpose of a private consultation with the Board's attorney on or any subjects or matters authorized by law.

Section 551.072- For the purpose of discussing the purchase, exchange, lease or value of real property.

Section 551.073- For the purpose of negotiating contracts for prospective gifts or donations.

Section 551.074- For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee to hear complaints, or charges against a public officer or employee,

Section 551.076- To consider the deployment or specific occasion for implementation of security personnel and devices.

Section 551-082- For the purpose of deliberating in a case involving discipline of a public-school child or children, or in a case in which a complaint or charge is brought against an employee of the school by another employee, and the complaint or charge directly results in a need for a hearing.

Section 551-08211- For the purpose of deliberating in a matter regarding a public-school student if personally identifiable information about the student will be necessarily be revealed by the deliberation.

Section 551-084- For the purpose of excluding a witness or witnesses from a hearing during examination of another witness.

Should any final action, final decision or final vote be required in the opinion of the Board with regard to any matter considered in such closed meeting, then such final action, final decision or final vote shall be either:

- A. The open meeting covered by this notice upon the reconvening of this public meeting, or
- B. At a subsequent public meeting of the Board upon notice thereof, as the Board shall determine

State of Texas

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County of Tarrant

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**MID-CITIES LEARNING CENTER, INC.
BOARD RESOLUTION IN SUPPORT OF CERTIFICATION OF COMPLIANCE WITH
TEXAS EDUCATION CODE SECTIONS 11.005 AND 28.0022**

WHEREAS, Texas Education Code Section 39.008 requires open enrollment charter school superintendents to certify to the Texas Education Agency ("TEA") by September 30th of each year that the open-enrollment charter school is in compliance with Section 11.005 of the Texas Education Code (Prohibition on DEI Duties) and with Section 28.0022 of the Texas Education Code (Certain Instructional Requirements and Prohibitions); and

WHEREAS, Texas Education Code Section 12.104(b)(3)(Z) specifies that Section 11.005 applies to open-enrollment charter schools and Texas Education Code 28.0022 specifies that it applies to open-enrollment charter schools; and

WHEREAS, the Board of Directors held a public meeting on August 19, 2026 that included an opportunity for public testimony on this matter and for which notice was posted on the school's Internet website at least seven days before the date on which the board meeting was held; and

WHEREAS, a copy of the board meeting notice is attached hereto as Exhibit A to this resolution; and

WHEREAS, during the August 19, 2026 board meeting, the Superintendent presented to the Board of Directors the compliance information captured in Exhibit B to this resolution.

BE IT THEREFORE RESOLVED THAT a majority of the members of the Board of Directors at a lawfully called meeting pursuant to the Texas open meetings law hereby adopts the following resolutions:

SECTION 1. The Board of Directors hereby resolves to approve the Exhibit B compliance information presented by the Superintendent at the public meeting of the Board of Directors held on August 19, 2026 and finds that the Treetops School International is in full compliance with Texas Education Code Sections 11.005 and 28.0022.

SECTION 2. The Superintendent is hereby directed to certify compliance with Texas Education Code Sections 11.005 and 28.0022 by submitting a completed certification form to TEA in the manner and means directed by TEA. The Board of Directors understands that TEA must post the completed certification on the TEA's Internet website.

(Signature Page Follows)

PASSED AND APPROVED BY THE MAJORITY OF MEMBERS OF THE BOARD OF DIRECTORS OF Mid-Cities Learning Center, Inc., ON THE 19th DAY OF August 2026.

Members Voting in Favor of Resolution:

Dr. Donal Sacken

Dr. Roger Doss

Dr. Anthony Johnson

CERTIFICATION

The undersigned, being the Secretary of the Charter Holder, hereby certifies that the foregoing represents a true copy of a Resolution of the Directors of the Corporation, duly held on _____, 2026, which Resolution is in full force and effect and has not been revoked or amended.

Secretary __/__/__

Exhibit A

TEC §39.008: Certification of Compliance with Certain Laws Required

Section 1: School System Information

Name of School District or Charter School: Treetops School International

County-District Number (CDN): 220-801

Superintendent/CEO Name: Dr. James Whitfield

Certification School Year: 2026-2027

Section 2: Description of Required Policies and Procedures

Description of Policies: Board Policies 4.211 and 4.212 were adopted by the Board of Directors during a duly called meeting of the board on August 20, 2025, copies of which are attached here as Exhibits A & B and reflect compliance with all applicable provisions within TEC §§11.005(c) and 28.0022(h).

Manner of Notice: A copy of the adopted Board Policy 4.211 is posted on the school's website. Regarding compliance for the notice requirements within 28.0022(h), employees and contractors have been notified electronically via e-mail. Further, employees received a physical copy of the policy either at a campus/district meeting, new employee onboarding, or through the mail and contractors received a physical copy of the policy through the mail.

Section 3: Policy or Program Changes

Were any existing policies, programs, procedures, or trainings altered to ensure compliance with TEC, §§39.008, 11.005, and 28.0022? ☒ Yes ☐ No [Check no, as appropriate]

If yes, describe or attach a copy of the changes below.

No policies, programs, procedures, or trainings were substantively altered from the prior year's compliance with Sections 11.005 and 28.002. Only nonsubstantive updates were made to the relevant policies from the prior year's adoption of the same policies and those updates were adopted on August 20, 2025.

Section 4: Cost Savings

Were there any cost savings resulting from actions taken to comply with TEC, §39.008? ☐ Yes ☒ No

Total cost savings: \$ 0.00

If yes, describe or attach a copy of the cost savings.

Section 5: Board Approval

Date of Board/Governing Body Meeting: August 19, 2026

Meeting notice was posted on LEA website at least seven days in advance: ☒ Yes ☐ No

Public testimony opportunity provided during meeting: ☒ Yes ☐ No

Certification approved by majority vote: ☒ Yes ☐ No

Section 6: Certification Statement

By signing below, the undersigned certifies that the information contained in this document is true and correct and that the district or charter school is in compliance with the requirements of Texas Education Code §§39.008, 11.005(c), and 28.0022(h).

Superintendent/CEO Signature: _____

Date: _____

SWORN TO AND SUBSCRIBED before me on this _____ day of _____,
20____.

Notary Public, State of Texas

Exhibit B

Compliance Certification Information

A. Compliance with Texas Education Code Section 11.005(c).

- a. Policy Description: Board Policy 4.212 incorporates the essential elements of Section 11.005 including: the statutory definition of DEI duties, a prohibition against the assignment DEI duties, the circumstances under which disciplinary action may be taken against an employee or contractor who intentionally or knowingly engages in or assigns DEI duties, and the limitations of the DEI prohibitions as set forth in the statute.
- b. Manner of Notice: Employees and Contractors were notified through written policy on our website (www.treetops.org/schoolboard), also, provided in our Employee Handbook (Part 2.1), also by staff email – for new Legislative bills.
- c. Prior Policy or Program Changes: No prior policies programs, procedure, or trainings were altered to ensure compliance with Section 11.005.
- d. Cost Saving Resulting from Compliance: The school has not realized any cost savings resulting from actions taken by the school to comply with Section 11.005.

B. Compliance with Texas Education Code Section 28.0022(h).

- a. Policy Description: Board Policy 4.213 incorporates the essential elements of the statute including: the prohibited classroom discussions and activities, the applicable exceptions to the prohibited classroom discussions and activities, the prohibition of penalties against students, the circumstances under which disciplinary action may be taken against an employee or contractor who intentionally or knowingly engages in conduct prohibited by the policy, and a requirement for the school to distribute the policy to each employee and contractor.
- b. Manner of Notice: Employees and Contractors were notified through written policy on our website (www.treetops.org/schoolboard), also, by staff email – for new Legislative bills.
- c. Prior Policy or Program Changes: No prior policies programs, procedure, or trainings were altered to ensure compliance with this Section 28.0022.
- d. Cost Saving Resulting from Compliance: The school has not realized any cost savings resulting from actions taken by the school to comply with Section 28.0022.

Exhibit A

Treetops School International
12500 S Pipeline Rd
Euless, TX 76040
(817) 283-1771

SCHOOL BOARD MEETING AGENDA

August 20, 2025
Time: 7:00 pm

Location:

Treetops School International Campus
12500 S Pipeline Rd.
Building 1AA-Administration Bldg
Euless, TX 76040

- I. Opening Items: Record Attendance and Guests:
- II. Call to Order:
- III. Approval of the Minutes: May 21, 2025 Meeting Vote
- IV. Public Comments:
Thirty minutes prior to beginning of the meeting, members of the public may sign up for the opportunity to address the board, the total time for the public comments for this meeting is 15 minutes, with each speaker limited to no more than 3 minutes.
- V. Reports
 - A. Superintendent FYI
 - B. Finance (Business Manager)
 - a. Budget Amendments 24-25 Vote
 - b. 2025-26 Budget Vote
 - c. IMCAT (Textbook System) EMAT Vote
 - d. ESC XI Contracts Vote
 - e. HB 2 TRA/SSRA Vote (SSRA only)
 - f. Strong Foundations Planning Grant, Part C (LASO CYCLE 3) Coaching Agreement Vote
 - C. Nominations for School Board Seats Including Secretary (Sacken) Vote
 - D. Governance
 - a. 88th Legislative Session Vote
 - i. SB571
 - ii. SB2398
 - iii. SB12: Parental Engagement, DEI Practices, SHAC, Social Transitioning
 - iv. HB210
 - v. HB121
 - vi. Multiple Bills
 - vii. HB1481
 - b. Strategic Plan Vote
- VI. Closed Session (if required)

Pursuant to Texas Government Code Section 551.071, to consult with school's attorney, in person or by phone on a matter in which the duty of the attorney to the school under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with Chapter 551 of the Texas Government Code.

Pursuant to Texas Government Code Section 551.074 to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee.

VII. Comments and Announcements

VIII. Adjournment

Next meeting date November 19, 2025

The subjects to be discussed or considered or upon which any formal action may be taken are listed above. Items do not have to be taken in the same order as shown on this Notice. If, during the course of the meeting covered by this Notice, the Board should determine that a closed meeting of the Board should be held or is required in relation to any item regarding the Treetops School included in this notice, then such closed meeting is authorized by Texas Government Code Section 551.001, et seq., including for any of the following reasons:

Section 551.071- For the purpose of a private consultation with the Board's attorney on or any subjects or matters authorized by law.

Section 551.072- For the purpose of discussing the purchase, exchange, lease or value of real property.

Section 551.073- For the purpose of negotiating contracts for prospective gifts or donations.

Section 551.074- For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee to hear complaints, or charges against a public officer or employee,

Section 551.076- To consider the deployment or specific occasion for implementation of security personnel and devices.

Section 551-082- For the purpose of deliberating in a case involving discipline of a public-school child or children, or in a case in which a complaint or charge is brought against an employee of the school by another employee, and the complaint or charge directly results in a need for a hearing.

Section 551-08211- For the purpose of deliberating in a matter regarding a public-school student if personally identifiable information about the student will be necessarily be revealed by the deliberation.

Section 551-084- For the purpose of excluding a witness or witnesses from a hearing during examination of another witness.

Should any final action, final decision or final vote be required in the opinion of the Board with regard to any matter considered in such closed meeting, then such final action, final decision or final vote shall be either:

- A. The open meeting covered by this notice upon the reconvening of this public meeting, or
- B. At a subsequent public meeting of the Board upon notice thereof, as the Board shall determine.

Exhibit B

Compliance Certification Information

A. Compliance with Texas Education Code Section 11.005(c).

- a. Policy Description: Board Policy 4.212 incorporates the essential elements of Section 11.005 including: the statutory definition of DEI duties, a prohibition against the assignment DEI duties, the circumstances under which disciplinary action may be taken against an employee or contractor who intentionally or knowingly engages in or assigns DEI duties, and the limitations of the DEI prohibitions as set forth in the statute.
- b. Manner of Notice: Employees and Contractors were notified through written policy on our website (www.treetops.org/schoolboard), also, provided in our Employee Handbook (Part 2.1), also by staff email – for new Legislative bills.
- c. Prior Policy or Program Changes: No prior policies programs, procedure, or trainings were altered to ensure compliance with Section 11.005.
- d. Cost Saving Resulting from Compliance: The school has not realized any cost savings resulting from actions taken by the school to comply with Section 11.005.

B. Compliance with Texas Education Code Section 28.0022(h).

- a. Policy Description: Board Policy 4.213 incorporates the essential elements of the statute including: the prohibited classroom discussions and activities, the applicable exceptions to the prohibited classroom discussions and activities, the prohibition of penalties against students, the circumstances under which disciplinary action may be taken against an employee or contractor who intentionally or knowingly engages in conduct prohibited by the policy, and a requirement for the school to distribute the policy to each employee and contractor.
- b. Manner of Notice: Employees and Contractors were notified through written policy on our website (www.treetops.org/schoolboard), also, by staff email – for new Legislative bills.
- c. Prior Policy or Program Changes: No prior policies programs, procedure, or trainings were altered to ensure compliance with this Section 28.0022.
- d. Cost Saving Resulting from Compliance: The school has not realized any cost savings resulting from actions taken by the school to comply with Section 28.0022.

DISCLAIMER

This template provides Texas open-enrollment charter holders and their open-enrollment charter schools with a sample policy pertaining to prohibited diversity, equity, and inclusion activities. This policy is required under Senate Bill 12 from the 89th Regular Legislative Session and has been drafted to track the language of Texas Education Code § 11.005, which is made applicable to charter schools through Section 12.

The policy included in this template is not all-inclusive and only addresses the minimum requirements established by applicable or relevant legal requirements and best practice. Consequently, users may need to include additional policy statements addressing their unique local requirements. Lastly, users should consult with a legal or other qualified advisor to guide them in the development and maintenance of a policy that is consistent with the applicable or relevant legal requirements addressed in this template.

NOT LEGAL ADVICE. As legal advice must be tailored to the specific circumstances of each case, nothing provided herein should be used as a substitute for advice of competent counsel. The statements in this template do not constitute legal advice, do not necessarily reflect the opinions of Schulman, Lopez, Hoffer & Adelstein, LLP or any of its lawyers or clients, and are not guaranteed to be correct, complete or up to date. Further, if your corporation and its charter school(s) are not clients of the Firm, this template is not intended to create, and does not create, an attorney-client relationship between your corporation and its charter school(s) and Schulman, Lopez, Hoffer & Adelstein, LLP; commensurately, you should not act or rely on any information in this template without consulting your own legal and other qualified advisors. Accordingly, please do not send the Firm any information about any legal matter, which may involve your corporation or your charter school unless or until you have received a written statement from the Firm in the form of an engagement letter confirming that we represent you.

Sec. 1. DEFINITIONS

In this policy, “diversity, equity, and inclusion duties” means:

1. Influencing hiring or employment practices with respect to race, sex, color, or ethnicity except as necessary to comply with state or federal antidiscrimination laws;
2. Promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
3. Developing or implementing policies, procedures, trainings, activities, or programs that reference race, color, ethnicity, gender identity, or sexual orientation except:
 - a. For the purpose of student recruitment efforts by colleges and universities designated as historically black colleges and universities in collaboration with school districts or open-enrollment charter schools; or
 - b. As necessary to comply with state or federal law; and
4. Compelling, requiring, inducing, or soliciting any person to provide a diversity, equity, and inclusion statement or giving preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

Tex. Educ. Code § 11.005(a).

Sec. 2. PROHIBITION ON DIVERSITY, EQUITY, AND INCLUSION DUTIES

Except as required by state or federal law, Treetops School International:

1. May not assign diversity, equity, and inclusion duties to any person; and
2. Prohibits a Treetops School International employee, contractor, or volunteer from engaging in diversity, equity, and inclusion duties at, for, or on behalf of Treetops School International.

Tex. Educ. Code § 11.005(b).

Sec. 3. EMPLOYMENT ACTION

A Treetops School International employee or contractor who intentionally or knowingly engages in or assigns to another person diversity, equity, and inclusion duties is subject to disciplinary consequences in accordance with Treetops School International’s Employee Handbook, up to and including termination.

A Treetops School International employee or contractor who receives discipline under this Policy may appeal the disciplinary consequence under Treetops School International’s employee grievance procedure or termination grievance procedure, whichever is applicable.

MID-CITIES LEARNING CENTER, INC. BOARD POLICY MANUAL
POLICY GROUP 4 – PERSONNEL
PROHIBITION ON DIVERSITY, EQUITY,
AND INCLUSION DUTIES

PG-4.211

Tex. Educ. Code § 11.005(d).

Sec. 4. LIMITATIONS

This policy does not:

1. Limit or prohibit Treetops School International from contracting with historically underutilized businesses or businesses owned by members of a minority group or by women in accordance with applicable state law;
2. Limit or prohibit Treetops School International from acknowledging or teaching the significance of state and federal holidays or commemorative months and how those holidays or months fit into the themes of history and the stories of this state and the United States of America in accordance with the Texas Essential Knowledge and Skills;
3. Affect a student's rights under the First Amendment of the United States Constitution or Section 8, Article I, Texas Constitution;
4. Limit or prohibit Treetops School International from analyzing school-based causes and taking steps to eliminate unlawful discriminatory practices as necessary to address achievement gaps and differentials described by Texas Education Code § 39.053; or
5. Apply to:
 - a. Classroom instruction that is consistent with the essential knowledge and skills adopted by the State Board of Education;
 - b. The collection, monitoring, or reporting of data;
 - c. A policy, practice, procedure, program, or activity intended to enhance student academic achievement or postgraduate outcomes that is designed and implemented without regard to race, sex, color, or ethnicity; or
 - d. A student club that is in compliance with the requirements of Texas Education Code § 33.0815.

Tex. Educ. Code § 11.005(e).

MID-CITIES LEARNING CENTER, INC. BOARD POLICY MANUAL
POLICY GROUP 4 – PERSONNEL
PROHIBITION ON DIVERSITY, EQUITY,
AND INCLUSION DUTIES

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Sec. 1. DEFINITIONS

In this policy, “diversity, equity, and inclusion duties” means:

1. Influencing hiring or employment practices with respect to race, sex, color, or ethnicity except as necessary to comply with state or federal antidiscrimination laws;
2. Promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
3. Developing or implementing policies, procedures, trainings, activities, or programs that reference race, color, ethnicity, gender identity, or sexual orientation except:
 - a. For the purpose of student recruitment efforts by colleges and universities designated as historically black colleges and universities in collaboration with school districts or open-enrollment charter schools; or
 - b. As necessary to comply with state or federal law; and
4. Compelling, requiring, inducing, or soliciting any person to provide a diversity, equity, and inclusion statement or giving preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

Education Code 11.005(a).

Sec. 2. PROHIBITION ON DIVERSITY, EQUITY, AND INCLUSION DUTIES

Except as required by state or federal law, Treetops School International:

1. May not assign diversity, equity, and inclusion duties to any person; and
2. Prohibits a Treetops School International employee, contractor, or volunteer from engaging in diversity, equity, and inclusion duties at, for, or on behalf of Treetops School International.

Education Code 11.005(b).

Sec. 3. EMPLOYMENT ACTION

A Treetops School International employee or contractor who intentionally or knowingly engages in or assigns to another person diversity, equity, and inclusion duties is subject to disciplinary consequences in accordance with Treetops School International’s Employee Handbook, up to and including termination.

A Treetops School International employee or contractor who receives discipline under this Policy may appeal the disciplinary consequence under Treetops School International’s employee grievance procedure or termination grievance procedure, whichever is applicable.

DATE ISSUED: 08/20/2025

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MID-CITIES LEARNING CENTER, INC. BOARD POLICY MANUAL
POLICY GROUP 4 – PERSONNEL
PROHIBITION ON DIVERSITY, EQUITY,
AND INCLUSION DUTIES

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Education Code 11.005(d).

Sec. 4. LIMITATIONS

This policy does not:

1. Limit or prohibit Treetops School International from contracting with historically underutilized businesses or businesses owned by members of a minority group or by women in accordance with applicable state law;
2. Limit or prohibit Treetops School International from acknowledging or teaching the significance of state and federal holidays or commemorative months and how those holidays or months fit into the themes of history and the stories of this state and the United States of America in accordance with the Texas Essential Knowledge and Skills;
3. Affect a student's rights under the First Amendment of the United States Constitution or Section 8, Article I, Texas Constitution;
4. Limit or prohibit Treetops School International from analyzing school-based causes and taking steps to eliminate unlawful discriminatory practices as necessary to address achievement gaps and differentials described by Education Code 39.053; or
5. Apply to:
 - a. Classroom instruction that is consistent with the essential knowledge and skills adopted by the State Board of Education;
 - b. The collection, monitoring, or reporting of data;
 - c. A policy, practice, procedure, program, or activity intended to enhance student academic achievement or postgraduate outcomes that is designed and implemented without regard to race, sex, color, or ethnicity; or
 - d. A student club that is in compliance with the requirements of Education Code 33.0815.

Education Code 11.005(e).

Sec. 1. INSTRUCTIONAL REQUIREMENTS AND PROHIBITIONS

a) *Prohibited Discussions or Activities*

For any course or subject, including an innovative course, for a grade level from kindergarten through grade 12:

1. A teacher may not be compelled to discuss a widely debated and currently controversial issue of public policy or social affairs;
2. A teacher who chooses to discuss a topic described in subparagraph (1) shall explore that topic objectively and in a manner free from political bias;
3. Neither Treetops School International nor a teacher may require, make part of a course, or award a grade or course credit, including extra credit, for a student's:
 - a. Work for, affiliation with, or service learning in association with any organization engaged in:
 - i. Lobbying for legislation at the federal, state, or local level, if the student's duties involve directly or indirectly attempting to influence social or public policy or the outcome of legislation; or
 - ii. Social policy advocacy or public policy advocacy;
 - b. Political activism, lobbying, or efforts to persuade members of the legislative or executive branch at the federal, state, or local level to take specific actions by direct communication; or
 - c. Participation in any internship, practicum, or similar activity involving social policy advocacy or public policy advocacy; and
4. A teacher, administrator, or other employee of Treetops School International may not:
 - a. Require or make part of a course inculcation in the concept that:
 - i. One race or sex is inherently superior to another race or sex;
 - ii. An individual, by virtue of the individual's race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously;
 - iii. An individual should be discriminated against or receive adverse treatment solely or partly because of the individual's race or sex;
 - iv. An individual's moral character, standing, or worth is necessarily determined by the individual's race or sex;
 - v. An individual, by virtue of the individual's race or sex, bears responsibility, blame, or guilt for actions committed by other members of the same race or sex;
 - vi. Meritocracy or traits such as a hard work ethic are racist or sexist or were created by members of a particular race to oppress members of another race;
 - vii. The advent of slavery in the territory that is now the United States constituted the true founding of the United States; or
 - viii. With respect to their relationship to American values, slavery and racism are anything other than deviations from, betrayals of, or failures to live up

MID-CITIES LEARNING CENTER, INC. BOARD POLICY MANUAL
POLICY GROUP 4 – PERSONNEL
INSTRUCTIONAL REQUIREMENTS AND PROHIBITIONS

PG-4.213

- to the authentic founding principles of the United States, which include liberty and equality;
- b. Teach, instruct, or train any administrator, teacher, or staff member to adopt a concept listed under subparagraph (4)(a); or
 - c. Require an understanding of the 1619 Project.

Education Code 28.0022(a).

This Policy does not limit the teaching of or instruction in the Texas Essential Knowledge and Skills. *Education Code 28.0022(e).*

Nothing in this Policy prohibits a teacher employed Treetops School International from directing a classroom activity that involves students communicating with an elected official so long as Treetops School International does not influence the content of a student's communication. *Education Code 28.0022(g).*

Treetops School International may not accept private funding for the purpose of developing a curriculum, purchasing or selecting curriculum materials, or providing teacher training or professional development related to a concept listed in subparagraph (4)(a). *Education Code 28.0022(c).*

b) Exception

The prohibition against student courses, awards or grades, and extra credit described in Sec. 1(a)(3) above do not apply to a student's participation in:

1. Community charitable projects, such as building community gardens, volunteering at local food banks, or other service projects;
2. An internship or practicum:
 - a. For which the student receives course credit under a career and technology education program or under the P-TECH program established under Education Code 29.553; and
 - b. That does not involve the student directly engaging in lobbying, social policy advocacy, or public policy advocacy; or
3. A program that prepares a student for participation and leadership in this country's democratic process at the federal, state, or local level through the simulation of a governmental process, including the development of public policy.

Education Code 28.0022(b).

Sec. 2. PENALTIES TO STUDENTS

DATE ISSUED: 8/20/2025

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INSTRUCTIONAL REQUIREMENTS AND PROHIBITIONS

PG-4.213

Treetops School International may not implement, interpret, or enforce any rule in a manner that would result in the punishment of a student for reasonably discussing the concepts described by Sec. 1(a)(4) in school or during a school-sponsored activity or have a chilling effect on reasonable student discussions involving those concepts in school or during a school-sponsored activity. *Education Code 28.0022(d).*

Sec. 3. EMPLOYMENT ACTION

A Treetops School International employee or contractor who intentionally or knowingly engages in or assigns to another person an act prohibited by this Policy is subject to disciplinary consequences in accordance with Treetops School International's Employee Handbook, up to and including termination. *Education Code 28.0022(h).*

Sec. 4. DISTRIBUTION

Treetops School International shall provide a physical and electronic copy of this Policy and any procedures related to this Policy to each employee or contractor. *Education Code 28.0022(h).*