



# A Fresh New Vision for Texas Public School Boards

[www.texansforexcellence.org](http://www.texansforexcellence.org)

## MISSION STATEMENT

TEE is a non-profit organization committed to delivering a high-quality education to all Texas children, focused on classical core competencies of mathematics, reading, writing, and science, without bias or worldview indoctrination, that empowers the elected governing body of local public schools while maintaining the utmost respect for the will of the voters.



## HOW WE MAKE OUR MISSION A REALITY IN TEXAS SCHOOLS

- Provide Texas Independent School Districts (ISDs) support and guidance to implement policies designed to deliver high-quality education to students without diminishing the power or accountability of the school board or its individual member trustees.
- Assist publicly-elected school board trustees to implement their unique vision for their respective districts while championing the rights and role of the public—parents, guardians, and taxpayers.

# How is TEE Different than its Competitor?

## EDUCATION, NOT INDOCTRINATION

TEE focuses solely on advancing policies that create safe, successful schools that excel at teaching the knowledge and skills necessary to succeed in our state and nation's free market economy.

## SERVICE, NOT SERVITUDE

TEE prioritizes the unique needs of its member districts and rejects the notion of a one-size-fits-all approach to local public school districts. TEE will never push a statewide agenda on its members but will instead serve them at all times.

## RESPECT, NOT CONTEMPT

TEE believes the will of the voters is supreme and that the elected board trustees should drive the agenda for its school. TEE will never push policies that elevate unelected administrators as equals to these chosen representatives.

## PRICE SENSITIVE, NOT COSTLY

TEE member fees are half of our competitor amounting to serious saving for taxpayers and freeing up dollars to go elsewhere in the district.

## WHAT DOES TEE OFFER ITS MEMBERS?

- Policy/Legal Guidance & Assistance
- Board Management Tools
- Training
- Insurance
- Human Resource Services
- Cash Management (Fall 2023)
- Energy & Fuel Co-Ops
- Purchasing Co-Op

## TEE Policy/Legal

### ESTABLISHING THE HEARTBEAT OF YOUR DISTRICT

The policies each ISD set, as well as its interpretation of state and federal law, determine the culture and character of the entire district. TEE's approach is for the school board to define the district and to provide stellar services in pursuit of that vision.



#### POLICY

TEE model policy is designed to empower the elected school board, champion parents, guardians, and taxpayers, focus on classroom education and not social agendas, and provide the highest levels of transparency and ethics for hired district staff.

#### LEGAL

TEE provides best available legal guidance on state and federal law and regulation, as well as the interpretation and application of bylaws, designed to maintain compliance, meet the highest ethical standards, and protect the school board and district from frivolous and costly lawsuits.

## Board Management Tools

### BOARD MANAGEMENT TOOLS THAT FAR EXCEED THE COMPETITION

TEE's online public portal software will far exceed the capabilities and services of what ISDs are accustomed to and expect. Our suite will keep the public informed, ensure transparency and the flow of necessary information, and expand the reach of the school board to the general public. TEE will offer a basic version similar to what is on the market today, as well as an upgraded version with a larger set of features.



## Trainings

### **ESSENTIAL TRAINING FOR YOU AND YOUR TEAM; NOTHING MORE OR LESS.**

TEE's training partner offers affordable modules for teachers and school board trustees, in both online and in-person formats, that meet all TEA standards without injecting worldview indoctrination. Our partner's online modules run as little as \$90 while in-person modules run at far less than our competitor and offer far greater flexibility.



## Insurance

### **EDUCATION INSURANCE & RISK MANAGEMENT PROGRAM**

Our program is a great choice for several reasons. First and foremost, we have a comprehensive insurance program specifically designed for schools, providing coverage for a wide range of risks and challenges that educational institutions may face. ISD's are invited to participate and take advantage of the broad portfolio of coverage available in the plan as well as competitive pricing.

We have enlisted a team that has years of experience in insuring schools and understands how to navigate the unique risks specific to ISD organizations. Our team of experts is dedicated to providing tailored insurance solutions that meet the specific needs of your school while providing the ISD exceptional service and support. We work closely with each school to understand their unique needs and provide guidance on risk management and loss prevention strategies.

Ultimately, choosing our program for your school's insurance needs means that you'll have the peace of mind that comes with knowing your institution is protected by a team of experts who understand your needs and are committed to providing the best possible coverage and support.



## Human Resources

### **BEST-IN-CLASS RESOURCES AND ADVICE FOR A MODERN WORKFORCE**

Our Human Resources Support team aims to empower your organization with the tools, expertise, and insights necessary for effective people management.

We are committed to helping you navigate the ever-evolving landscape of HR, ensuring your workforce remains competitive.

#### **Specific HR Services Provided Include:**

Compensation services  
Handbook guidance  
Employment Contracts  
Employee Year-End  
Evaluations  
HR Investigations  
ADA Guidance

Human Resources  
New Employee Hire Guidance and  
Processes  
Grievances  
Staffing Engagement/Satisfaction  
Surveys  
Leaves of Absence Guidance

## Cash Management (Fall 2023)

### **EXPERT INVESTMENT STRATEGIES THAT UNDERSTAND PUBLIC EDUCATION FINANCES**

Our investment solutions cater to the unique needs of public education and are focused on providing the investments with the most security by investing in government instruments.

We will help you devise a strategy that meets your specific needs for liquidity as well as principal protection and yield.

## Energy & Fuel Co-Ops

### **POWERING TEXAS SCHOOLS: MAKING SURE YOU GET THE LOWEST RATES**

Texas has been a pioneer in the retail energy market for over 20 years. For ISD's across the Lone Star State that means the freedom to choose an electricity provider. There are currently over 100 Retail Electric Providers (REP's) that compete for your business.

Negotiating an energy contract with the right energy provider and finding the best energy solution can be time-consuming. TEE has partnered with Houston-based CSD Energy to offer effective energy management for our members across the state. CSD Energy Advisors takes a holistic approach to addressing energy needs. From negotiating competitive electricity and natural gas rates, to providing monthly energy reports, CSD Energy Advisors saves valuable time and resources. Their advisors also help facilitate onsite generation projects and work towards achieving sustainability goals.

Let CSD Energy Advisors focus on your school's energy management, so you can focus on your students. We will streamline your energy management with solutions such as:

***Electricity and Natural Gas Procurement***  
***Renewables and Energy Efficiency***  
***Distributed Generation***

***Demand Response and Peak Management***  
***Benchmarking***  
***Market Intelligence***

## Purchasing Co-Op

### **UTILIZING THE MARKET TO MAXIMIZE THE VALUE OF EVERY TAX DOLLAR**

Purchasing cooperatives combine the purchasing power of multiple ISDs and other Education, Government, and Non-Profit Agencies to obtain the most competitive pricing on all types of goods and services.

Membership in a purchasing cooperative allows access to competitively procured nationwide purchasing contracts with qualified vendors.

Utilizing a purchasing cooperative can save individual ISDs time and resources in complying with procurement requirements established by the state of Texas, as well as assistance with the purchasing process.



# The TEE Commitment: No Taxpayer-Funded Lobbying

## TEE'S FOUNDATIONAL COMMITMENT AGAINST TAXPAYER-FUNDED LOBBYING

TEE will never utilize member dues to hire lobbyists to push policies before the Legislature. TEE fundamentally disagrees with the practice of taxpayer-funded lobbying and will never take local tax dollars to push a statewide agenda.

## EMPOWERING DISTRICTS TO AFFECT CHANGE AT THE STATE-LEVEL

TEE believes that the strongest voice for an independent school district is its elected trustees and superintendent. TEE will support trustees and their administration in contacting their representatives to advocate for the policies and positions that each unique district believes is most important.

## WHAT DOES TRANSITIONING TO TEE LOOK LIKE?

### **Determine Potential Timelines**

Interested ISDs provide TEE a list of all current services being utilized and the contract terms to determine an appropriate timeline for the end of those services and the beginning of new services through TEE.

### **Board Vote to Terminate Current Engagement with Competitor**

ISD board would then vote to terminate its current relationship with TEE competitor and to join TEE as the primary provider of these services to the district.

### **TEE Onboarding Begins; Assists Throughout Transition**

TEE walks hand-in-hand with board to ensure continuity of services, provides training on all new services and platforms to necessary individuals, and works with board and administrators to address questions or concerns.

# The Case for Joining TEE

## **RATHER THAN FITTING EVERY DISTRICT INTO A 1-SIZE-FITS-ALL BOX, TEE WILL CUSTOMIZE OUR SERVICE APPROACH TO EACH ISD'S SPECIFIC NEEDS**

- TASB has had an unchallenged monopoly in our state for almost 75 years, with 100% of school districts in Texas paying for membership.
- TEE believes we need to be accessible to every district and school board. We want to hear from trustees on their ideas and vision for their schools and work with them to help accomplish those goals.
- TASB took over 8 months to leave the National School Board Association after its public position of calling concerned parents “terrorists.”
- TEE will make sure board members have the information and training needed to be able to properly govern their districts as the elected officials.
- TASB promotes guidance and policies that shift control away from parents and even school board trustees into the hands of unelected administrators and even TASB itself.
- TEE will provide service and vendor options to school boards that best meet their needs while being considerate of the taxpayers’ monies. Services will continually be shopped to ensure the most value to school districts.
- Districts pay exorbitant membership fees, while contracts with TASB are vague or do not exist at all. Contractual agreements showing TASB’s fiduciary duties to school districts for the membership are not present.
- TEE’s membership fees are ½ of TASB
- Trainings and legal advice provided through TASB continue to promote political ideology and promote the accumulation of new debt, which TASB may have an interest in.
- TEE provides policy and legislative updates that encourage districts to be aware of, and implement, current law into school district operations. Our policies also put focus back on core education, without the harmful and distracting political agenda.



## The Case for Joining TEE

- TEE utilizes the free market to provide districts with the best products and competitive rates.
- TASB appears to make money on investments and their “monopoly,” while using taxpayer dollars to do so.
- TASB publishes and indoctrinates “Team of 8” which is nothing but a gaslight to gut school boards and transfer power to the superintendent and their team.
- TASB teaches that once a school board trustee gets elected, they are responsible to and work for the district, not voters that sent them.
- TASB recently released guidance for schools promoting the adoption of transgender policies that allowed men in girls’ bathrooms, conformity to “preferred pronouns,” and even lying to parents.
- TEE believes that parents have an important role in the school district and what their children are being taught. Parental involvement is necessary for transparency between ISDs and the community.
- TASB policies have been standard in all school districts and promote political ideology contrary to the safety and education of students and the support of teachers.
- TASB actively works against the interests of parents.
- Laws intended to protect students and the quality of education they receive are minimized in TASB policies in order to deflect accountability away from its member districts.
- Many school districts will not pay for any trustee trainings other than TASB training, even though the TEA lists other required training options.
- Year after year TASB squanders taxpayer money to lobby the state legislature for more education funding (taxpayer money), but rarely, if ever, lobbies for reforms that would result in better educational outcomes. For example, nearly all stakeholders want STAAR testing repealed or reduced, yet TASB is silent on this issue.

# THE TEE PROMISE TO MEMBERS

**Total Support in Transition from Current Provider to TEE**

**Clear Communication at all Times Between TEE, Board, & Administration**

**Custom Approach for Each ISD to Realize its Unique Vision**

**Utilization of Best Available Products for Provision of Services**

**Continual Policy Refines, Real-Time Legal Guidance, and Legislative Updates**

## **Contact Information**

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