

The Navarro ISD District of Innovation (DOI) committee met on Thursday, February 5, 2026 to discuss re-adopting the district's previous grievance policy rather than continuing with the new adopted policy that emerged from Senate Bill 12 (SB 12). This note outlines the committee's rationale, the statutory context, stakeholder engagement, compliance considerations, and the plan for implementation.

Proposed Amendments & Exemptions

Under a District of Innovation, Navarro ISD is authorized to claim exemptions from portions of the Texas Education Code (TEC) that inhibit the locally identified goals in the DOI plan. The current Navarro plan includes exemptions such as:

- Flexible school start date (TEC §25.0811)
- Teacher certification flexibility in high-need course areas (TEC §21.003)
- Campus planning and decision-making flexibility (TEC §11.251)
- Flexibility with instructional minutes scheduling (TEC §25.081) among others identified in the adopted 2022–2027 plan.

While the currently posted plan does not explicitly list a grievance exemption, the DOI Committee now recommends that the Board consider an exemption from the new grievance requirements in SB 12, specifically those codified in TEC Chapter 26A (e.g., TEC §26A.001, §26A.002, §26A.003), so that Navarro ISD may continue to use its established local grievance procedures rather than adopt the extended statutory timeline and procedural requirements.

Rationale for Changes

Support Local Control and Timely Resolution

The district's previous local grievance policy has been effective in ensuring that concerns are addressed efficiently and that issues are resolved promptly at the appropriate administrative level. The previous policy also allowed for the grievance to be heard at the lowest level encouraging conversations at the source of the complaint. In contrast, the new statutory grievance timelines introduced by SB 12 significantly expand filing and hearing windows (e.g., longer submission and appeal periods), which could inadvertently delay resolution, prolong uncertainty, and make documentation (such as retained video evidence or personnel recollections) less reliable. These delays could undermine trust between stakeholders and reduce the district's ability to address concerns in a timely fashion which is a key element of local governance and operational effectiveness in education settings.

Stakeholder Input & Communication

During the District of Innovation plan review meeting, the committee specifically discussed how the SB 12 grievance requirements differ from Navarro ISD's previously adopted local grievance policy and considered whether adding an amendment related to grievance procedures was in the best interest of the district.

In accordance with DOI statutory requirements, the proposed DOI plan and any recommended amendments will be posted on the district's website for a minimum of 30 calendar days to ensure transparency and provide an opportunity for public review. This posting allowed parents, staff, and community members to review the proposed changes and submit feedback prior to the committee's final recommendation to the Board of Trustees at the March 23, 2026 Board meeting.

Compliance Check

The proposed re-adoption of Navarro ISD's prior grievance policy does *not* affect the district's compliance with TEC eligibility requirements for a DOI designation. Navarro ISD continues to meet academic accountability requirements and is otherwise compliant with all statutory requirements that cannot be waived under a DOI (e.g., curriculum standards, graduation requirements). The grievance change relates specifically to *procedural flexibility* and does not conflict with state or federal law.

Implementation Plan

If the Board approves this recommendation, the DOI Plan's grievance exemption language will be formally added or amended consistent with Chapter 12A of the TEC, and Navarro ISD will re-adopt the prior grievance procedures as the official grievance policy for the district.

Implementation steps will include:

- Revision of the DOI Plan to include specific TEC citations for the grievance exemption.
 - Updates to district policy manuals to reflect the continued use of the established local grievance policy.
 - Communication to staff, parents, and stakeholders explaining the changes and assuring continuity in grievance processing.
 - Ongoing monitoring and evaluation of the grievance procedures to assess effectiveness and alignment with district goals.
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The District of Innovation Committee remains committed to supporting local control, ensuring effective governance, and promoting the best interests of students, staff, and community members.

Respectfully submitted,

The Navarro ISD District of Innovation Committee