

AMENDMENT 22

Title: Local Control Over Grievance and Complaint Processes

- **Statutory Requirements to Exempt:** Texas Education Code § 26.011, § 26A
- **Relevant Board Policies:** DGBA, FNG, and GF.

Manner in Which the Statute Inhibits Innovation & Local Goals:

The extended timelines and added layers of governance mandated under TEC Chapter 26A significantly inhibit the district's ability to resolve conflicts promptly, efficiently, and at the lowest possible administrative level. The state-mandated 60-to-90-day filing window delays the resolution of disputes, taxes administrative capacity, and potentially compromises the accuracy of information or witness testimonies due to the passage of time. Moreover, the statutes' structure shifts the grievance process from being resolution oriented to adversarial, by prohibiting the original decision maker from hearing the complaint and attempting to propose a resolution or formally explain the rationale for the decision. Finally, due to the length of time outlined to process the grievance, the reporting structure will result in the submission of data that mischaracterizes the nature of complaints and resolutions.

Local Innovation Strategy & Plan:

To facilitate the prompt resolution of grievances and to mitigate potential ongoing harm to grievants, the district has established expedited timelines for the filing of grievances and appeals, as well as for the issuance of the district's responses. These shortened deadlines are to ensure that matters are addressed and resolved in an efficient and timely matter.

The district provides an opportunity for grievances to be resolved through informal means, which may result in underreporting or mischaracterization of grievance data submitted to the state. The availability of informal resolution processes facilitates promptness in addressing concerns, often prolonged by formal grievance timelines. Such mechanisms promote transparency, responsiveness, and engagement, thereby

fostering a greater sense of inclusion and trust among parents, employees, and members of the community in the district's educational practices and governance.

The district will continue to comply with the constitutional requirements and maintain a grievance process that allows parents, staff, and members of the public to petition the board for redress of grievances.

By preserving its local grievance procedures, the district ensures that:

- Complaints are filed and addressed swiftly, ensuring faster outcomes for students and staff.
- District resources remain focused on student-centered instructional outcomes rather than excessive administrative reporting.
- All proceedings remain fair, strictly anti-retaliatory, and highly transparent.