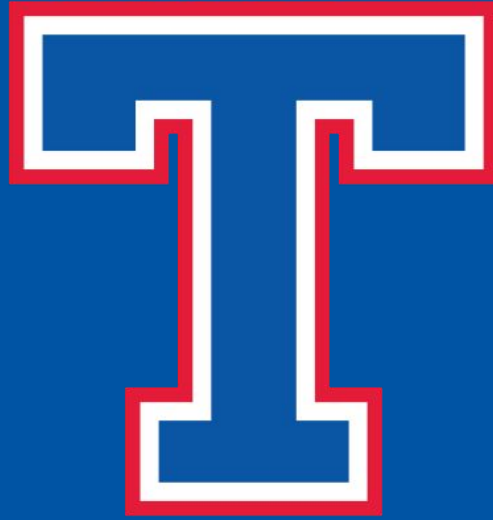




Policy Update 127

Your Children. Our Students. Their Futures.

TASB Policy Process



*These are recommendations - TASB drafts the model language, but the District decides what to adopt.
Update 127 follows the standard three-step path before it ever reaches a Board vote:*

1

TASB Issues Updates

TASB releases policy updates throughout the year as laws change. Update 127 reflects bills from the 89th Texas Legislature and new state rules.

2

District Committee Reviews

A standing District committee studies every recommended change, weighs local impact, and decides what to bring forward - line by line.

3

Board Reviews & Approves

Recommendations come to the Board for review and a vote. Nothing takes effect locally until the Board formally adopts it.

Important Note:

Legal policy updates are reviewed for awareness only. Only local policies are voted on by the Board.

Notable Legal Updates



Policy	Summary of Change	Suggested Trustee Talking Point
AIA(LEGAL) Accountability	Certain qualifying D accountability ratings may be treated as acceptable for some statutory purposes and do not automatically trigger some state interventions, though improvement planning is still required.	<i>“State law changed how some D ratings are handled. A qualifying D rating may not carry the same intervention consequences as before, but campuses and districts are still expected to develop and implement improvement plans.”</i>
AIB(LEGAL) Improvement Planning & Public Engagement	Campuses required to develop improvement plans must provide opportunities for parent and community input through public processes and board presentation requirements.	<i>“When a campus is required to develop an improvement plan, families and community members have opportunities to participate and provide feedback through public meetings and board discussions.”</i>
BE(LEGAL) Board Governance Transparency	Clarifies and reinforces requirements for posting board meeting materials and governance information online.	<i>“The legal updates continue to emphasize transparency by requiring districts to make board meeting information and related materials publicly accessible.”</i>

Update 127 at a Glance (Local)



Code	Policy	Change
BJCF	Superintendent: Nonrenewal	Revised
CAA	Fiscal Mgmt: Financial Ethics	Revised
DC	Employment Practices	Revised
DH	Employee Standards of Conduct	Revised
DP	Personnel Positions	Deleted
DPA	Personnel Positions: Principals	New
DPB	Other Personnel Positions	New
EHBB	Gifted & Talented Students	Revised
FFF	Student Welfare: Student Safety	Revised

BJCF - Superintendent: Nonrenewal



REVISED

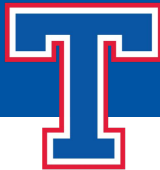
Sets the lawful reasons the Board may decline to renew the Superintendent's contract.

What Changed

- ◆ Two new grounds for nonrenewal added: (1) directing instruction or programming prohibited by law, and (2) assigning or performing DEI duties prohibited by law.
- ◆ Disability language updated to match the District's accommodation policy (DFBB) - nonrenewal cannot rest on a disability protected by law.
- ◆ Reasons list renumbered to 29 total items.

Why It Changed

- ◆ Carries forward two grounds added in Update 126 tied to Senate Bill 12 (89th Legislature).
- ◆ Aligns the Superintendent's contract standards with the same legal limits that apply to all staff.
- ◆ Housekeeping - keeps cross-references consistent across the DH series.



REVISED

Governs integrity, fraud prevention, and financial oversight District-wide.

What Changed

- ◆ A single cross-reference in the opening Note was updated: the employee code-of-ethics citation now points to DHA instead of the old DH reference.
- ◆ No change to any fraud, ethics, or financial-control requirement.

Why It Changed

- ◆ The DH series was restructured in this same update, so the pointer had to be corrected.
- ◆ Purely technical - the substance of the District's financial-ethics rules is unchanged.



REVISED

Defines how the District advertises, screens, and hires personnel.

What Changed

- ◆ Removed "or designee" from the Posting Vacancies section - the Superintendent now holds that responsibility directly.
- ◆ Updated the Educators' Code of Ethics cross-reference to DHA(LEGAL).
- ◆ No change to hiring authority or application requirements.

Why It Changed

- ◆ Standard policy (BJA) already says the Superintendent may delegate duties but stays accountable to the Board - so naming a designee here was unnecessary.
- ◆ The citation update reflects the DH-series restructuring in this update.

DH - Employee Standards of Conduct



REVISED

The core conduct expectations for all District employees.

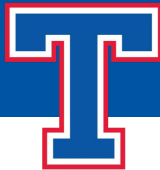
What Changed

- ◆ Two cross-references to the Educators' Code of Ethics were updated from DH(EXHIBIT) to DHA(LEGAL).
- ◆ Substantive conduct standards - weapons, electronic communication with students, harassment, drug-free workplace, reporting duties - are unchanged in this update.

Why It Changed

- ◆ TASB moved the Educators' Code of Ethics into a renamed legal reference (DHA), so every pointer to it had to be refreshed.
- ◆ This is a reference cleanup; the rules staff already follow stay the same.

DP / DPA / DPB - Personnel Positions



One old policy is being split into two clearer ones - the requirements move, they are not eliminated.

DP - Deleted

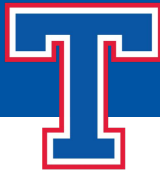
- ◆ The old combined Personnel Positions policy is being retired.
- ◆ Its content didn't disappear - it was split into the two policies on the right to separate principal rules from counselor rules.

DPA - New

- ◆ A new, principal-specific policy.
- ◆ Holds the principal qualification list that used to live in DP.
- ◆ Slightly updated to match TASB's model principal job description.

DPB - New

- ◆ A new policy for other positions, starting with school counselors.
- ◆ Reflects our Innovation Plan: the District is exempt from the state rule that counselors spend 80% of time on counseling duties.



REVISED

How students are identified and served in the Gifted & Talented program.

What Changed

- ◆ Added a rule under Identification Criteria: if a matrix or threshold is used for selection, scores may not be weighted by race, ethnicity, sex, socioeconomic status, or disability.
- ◆ Referral, screening, placement, furlough, and appeals processes are otherwise unchanged.

Why It Changed

- ◆ Required by amendments to State Administrative Code 19 TAC 89.1 governing gifted-and-talented identification.
- ◆ Ensures the District's selection process is based on student ability, applied consistently to every applicant.



REVISED

When and how the District must notify parents of alleged misconduct.

What Changed

- ◆ The definition of "misconduct" that triggers parent notification was expanded and reorganized into four clear categories.
- ◆ Now expressly includes:
 1. soliciting a romantic relationship
 2. soliciting or engaging in sexual contact
 3. inappropriate communications, and
 4. failing to maintain appropriate boundaries with a student

Why It Changed

- ◆ Incorporates Senate Bill 571 from the 89th Legislative Session.
- ◆ Reformatted for readability so staff can clearly recognize what must be reported to parents.
- ◆ Strengthens student-safety notification duties.

Recommended Action & Next Steps



ACTION REQUESTED

Item placed before the Board for review and approval.

What the Committee Recommends

- ◆ Adopt the recommended (LOCAL) policies in Update 127 as reviewed: BJCF, CAA, DC, DH, EHBB, and FFF.
- ◆ Delete DP and adopt the two new policies, DPA and DPB.
- ◆ The District committee has reviewed each change and supports adoption.

After Board Approval

- ◆ TASB is notified of the Board's action and the official manual is updated.
- ◆ Adopted local policies take effect; legal framework changes are already in force.
- ◆ Administration updates any related procedures and staff guidance.
- ◆ Most changes this cycle align our manual with new state law - keeping the District compliant.