

TASB POLICY UPDATE 83 LOCAL POLICES
September 9, 2008

SUMMARY:

The Board will consider a second reading approval on TASB Policy Update 83 Local policies:

- DEA(LOCAL): COMPENSATION AND BENEFITS - SALARIES AND WAGES
- DGBA(LOCAL): PERSONNEL-MANAGEMENT RELATIONS - EMPLOYEE COMPLAINTS/GRIEVANCES
- DIA(LOCAL): EMPLOYEE WELFARE - FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION
- FB(LOCAL): EQUAL EDUCATIONAL OPPORTUNITY
- FD(LOCAL): ADMISSIONS
- FFH(LOCAL): STUDENT WELFARE - FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION
- FFI(LOCAL): STUDENT WELFARE - FREEDOM FROM BULLYING
- FL(LOCAL): STUDENT RECORDS
- FM(LOCAL): STUDENT ACTIVITIES
- FNC(LOCAL): STUDENT RIGHTS AND RESPONSIBILITIES - STUDENT CONDUCT
- FNG(LOCAL): STUDENT RIGHTS AND RESPONSIBILITIES - STUDENT AND PARENT COMPLAINTS/GRIEVANCES
- FO(LOCAL): STUDENT DISCIPLINE
- GF(LOCAL): PUBLIC COMPLAINTS

Deleted Policies:

- DAA(LOCAL): EMPLOYMENT OBJECTIVES - EQUAL EMPLOYMENT OPPORTUNITY
- EHAC(LOCAL): BASIC INSTRUCTIONAL PROGRAM - REQUIRED INSTRUCTION (SECONDARY)

PREVIOUS BOARD ACTION:

The Board discussed these policies as a workshop topic at the August 12, 2008 board meeting and approved the first reading on August 26, 2008.

BACKGROUND INFORMATION:

TASB Update 83 covers policies that address discrimination, harassment, retaliation, complaints and grievances. Other important issues include notice requirements for districts that annualize employee compensation and new Family & Medical Leave Act provisions for military family members.

SIGNIFICANT ISSUES:

The district must have school policies that are consistent with current laws and appropriately communicate local policy issues. Policies are classified as either "Legal" or "Local" in design. A "Legal" policy is a statement of existing law or of binding legal decisions and as such do not require Board approval. Local policies are decisions made at the local level that reflect district decisions and practices and do require approval. Legal policies are always included in updates so local policy development occurs within the context of binding law.

BENEFIT OF ACTION:

To allow the Board to evaluate and ensure that these policies reflect the practices of the District.

PROCEDURAL AND REPORTING IMPLICATIONS:

The Board will review the proposed change in workshop setting and then formally conduct two readings with the second requesting final approval.

ALTERNATIVES:

The following options are available to the Board:

- continue to study the policy
- modify the existing language
- approve policies as written and submitted by TASB

SUPERINTENDENT'S RECOMMENDATION:

For the Board to approve on second reading the adoption of TASB Policy Update 83 Local policies as submitted.

PERSONS RESPONSIBLE:

Ray Braswell, Superintendent
Randy Stout, DISD Legal Advisor

ATTACHMENT:

The proposed changes to Local policies are attached.

Signature of Superintendent: _____

Comments: _____