

2025-2026 Employee Handbook Changes

Updated Names and Contact Information as needed.

Topic	Page	Description of Change
Cover Page		<ul style="list-style-type: none"> Updated dates and copyright statement
Table of Contents	1	<ul style="list-style-type: none"> Added new topics for ADA accommodations and mental health training
ADA Accommodations	15	<ul style="list-style-type: none"> Added new topic describing process for initiation and requests for reasonable accommodation because of a disability
Breaks for Expression of Breast Milk	n/a	<ul style="list-style-type: none"> Removed the implementation date in Local considerations
Pregnant Workers Fairness Act	n/a	<ul style="list-style-type: none"> Removed the implementation date in Local considerations
Staff Development	n/a	<ul style="list-style-type: none"> Added requirement to annually review the TEA clearinghouse and update the professional development plan in Local considerations
Mental Health Training	18	<ul style="list-style-type: none"> Added new topic addressing the requirements for mental health training in 19 TAC § 153.1015, which became effective December 2, 2024
Paychecks	19	<ul style="list-style-type: none"> Added placeholder for contact for questions about pay statements at the end of the first paragraph
Temporary Disability Leave	n/a	<ul style="list-style-type: none"> In Local considerations, added direction for District of Innovation districts to address whether temporary disability leave is extended to noncertified teachers
Standards of Conduct	n/a	<ul style="list-style-type: none"> Removed the CROWN Act implementation date in the third paragraph in Local considerations
Personal Use of Electronic Communications	69-70	<ul style="list-style-type: none"> Added reference to Policy CY Updated reference to Twitter to X in the first paragraph Edited third bullet in the third paragraph to reflect Policy CY(LOCAL) changes in Update 124 to include “trademarks”
Tobacco and Nicotine Products and E-Cigarette Use	75	<ul style="list-style-type: none"> Deleted “and nicotine products” from first paragraph since statute doesn’t prohibit nicotine products Deleted “and nicotine products” in Local considerations
Copyrighted Materials	77	<ul style="list-style-type: none"> Editorial change to the first sentence
Emergency School Closing	81	<ul style="list-style-type: none"> Added policy reference