

EMPLOYEE RIGHTS AND PRIVILEGES
FREEDOM OF ASSOCIATION

DGA
(LOCAL)

An employee's participation in community, political, or employee or-
ganization activities shall be entirely voluntary and shall not:

1. Interfere with the employee's performance of assigned duties
and responsibilities.
2. Result in any political or social pressure being placed on stu-
dents, parents, or staff.
3. Involve trading on the employee's position or title with the Dis-
trict.

Use of District
Facilities

Organizations representing professional, paraprofessional, or sup-
port employees may use District facilities with prior approval of the
appropriate administrator. Other groups composed of District em-
ployees may use District facilities in accordance with policy GKD.

Prayer and Read-
ing of Bible or
Other Religious

Effective at the beginning of the 2026-2027 school year, every
campus shall provide employees with an opportunity to participate
in a period of prayer and reading of the Bible or other religious text
on each school day, before normal school hours, in accordance
with administrative regulations.

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As required by law, this period of prayer or reading of the Bible or
other religious text is prohibited from being provided in the physical
presence of, within the hearing of, or in another manner which
would constitute an injury in fact within the meaning of the United
States or Texas Constitution on a person for whom a signed con-
sent form has not been submitted or for whom consent has been
revoked as referenced in Tex. Educ. Code §§ 25.0823(b)(1) and
25.0823(c) and recited herein. The provision of a prayer or reading
of the Bible or other religious text over a public address system is
prohibited.

As required by law, a period of prayer or reading of the Bible or
other religious text shall not be substituted for instructional time.

Consent Forms

As required by law, an employee who wishes to participate in the
period of prayer and reading of the Bible or other religious text
must submit the following:

1. A signed consent form provided by the District that includes
an acknowledgement that the employee has a choice whether to
participate in the period of prayer and reading of the Bible or other
religious text;
2. A statement that the employee has no objection to partici-
pating in or hearing of the prayers or readings offered during the
period; and,

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3. An express waiver of the employee's right to bring a claim under state or federal law arising out of the adoption of this policy, including a claim under the First Amendment, Establishment Clause in the United States Constitution or a related federal law, releasing the District and District employees from liability for those claims brought in state or federal court.

As required by law, if the employee has not submitted a consent form or has revoked a previous consent form, no prayer or reading of the Bible or other religious text shall take place in the employee's physical presence, within the hearing of that employee, or in any other manner that would constitute an injury in fact within the meaning of the United States or Texas Constitution.

This policy does not prohibit an employee of the district or school from participating in prayer or reading the Bible or other religious text during a period of the school day that is not designated as a period of prayer and reading of the Bible or other religious text.

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