

Employee Handbook Summary of Changes 2025-2026

** Updated the deadline for required notice of board meetings from 72 hours to three business days.

** Added new topic describing the process for initiation and requests for reasonable accommodation because of a disability.

** Added information related to restrictions on school administrators' performance of outside employment.

** Added new topic addressing the requirements for mental health training in 19 TAC 153.1015

** Added employees' responsibility to regularly check pay records and who to contact for questions about pay statements.

** Added a provision in HB 2 allowing teachers the option to not use paid leave concurrently with FML for pregnancy or birth or adoption of a child.

** Changes were made to Reporting Suspected Child Abuse to meet the new reporting deadline (must be reported within 24 hours after the employee has reasonable cause to believe that the child has been abused or neglected) and procedures required by Senate Bill 571.

** Changes were made to reflect amendments to the definition of abuse in Senate Bill 571.

** Changes were made to the Termination and Dismissal of Contract/Noncontract Employee sections and edited to include TEA reporting requirements for all employees, and is no longer limited to resignations and terminations. SB 571

** Added a new topic regarding the use of artificial intelligence as a support tool to improve student outcomes, not replacing decisions made by teachers or students.

** Edited Criminal History Background Checks to reflect requirements to conduct criminal history checks on all employees and that they can be reviewed at any time.

** Edited Employee Arrests and Convictions section to reflect reporting requirements in SB 571.

** Updated the offenses requiring employee discharge of convicted employees