



CROSBY INDEPENDENT SCHOOL DISTRICT

14670 FM 2100 CROSBY, TEXAS 77532

281-328-9200

Regular Agenda Item

Meeting Date	05-19-25
Action	Receive, discuss, and consider update to Policy AEA (Local); BQA (Local); BQB (Local); DIA (Local); FFH (Local) and BJA (Local) to reflect the following: (See Exhibit)
Motion	<p>I move that the Crosby ISD Board of Trustees approve the update to local policies as presented:</p> <ul style="list-style-type: none">• AEA (Local) Educational Philosophy: Education Equity, Racial and Ethnic Equity Policy;• BQA (Local) Planning and Decision-Making Process: District-Level, District-Level Committee;• BQB (Local) Planning and Decision-Making Process: Campus-Level, Campus Site-Based Decision-Making Committee;• BJA (Local) Superintendent: Qualifications and Duties;• DIA (Local) Local Governance: Employee Welfare: Freedom from Discrimination, Harassment, and Retaliation;• FFH (Local) Student Welfare: Freedom from Discrimination, Harassment, and Retaliation.
Administrative Recommendation	This policy update is recommended in order to comply with the Federal Education Department's "Dear Colleague Letter" of February 14, 2025, and subsequent certification letter of April 3, 2025.
Authority for this Action	Board Policy BF (Local)
Goal/Objective Addressed	District Goal 9: Public Education Reform Crosby ISD will support and/or participate in litigation and/or legislative efforts in support of a strong public education system.
Background	On February 14, 2025, the Federal Department of Education issued a "Dear Colleague Letter" asking all educational institutions to "(1) ensure

	<p>that their policies and actions comply with existing civil rights law; (2) cease all efforts to circumvent prohibitions on the use of race by relying on proxies or other indirect means to accomplish such ends; and (3) cease all reliance on third-party contractors, clearinghouses, or aggregators that are being used by institutions in an effort to circumvent prohibited uses of race.”</p> <p>On April 3, 2025, the Federal Department of Education issued a certification letter advising that schools and states that use illegal DEI Practices can face a loss of federal money, including grants and contracts, and can be held liable under the False Claims Act.</p>
Staffing Implications	N/A
Budget Information	N/A
Impact of this Action	Maintain compliance with state and federal regulations.
Attachments	
Resource Personnel	Brett Birkinbine, Director of Communications and Community Relations