

EMPLOYEE RIGHTS AND PRIVILEGES
FREEDOM OF ASSOCIATION

DGA
(LOCAL)

PROPOSED REVISIONS

An employee's participation in community, political, or employee or organization 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 students, parents, or staff.
3. Involve trading on the employee's position or title with the District.

**Use of District
Facilities**

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

**Prayer and Reading
of Bible or Other
Religious Text**

In accordance with the resolution adopted by the Board, each school day each campus shall provide an opportunity for employees to participate in a period of prayer and reading of the Bible or other religious text.

General Provisions

The principal shall designate the appropriate location and time for the period of prayer and reading of the Bible or other religious text in accordance with law. The period designated for prayer and reading of the Bible or other religious text shall not be substituted for instructional time.

No prayer or reading of the Bible or other religious text shall occur over a District facility's public address system.

Consent Forms

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 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 participating in or hearing of the prayers or readings offered during the period; and
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.

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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 that employee's physical presence, within the hearing of that employee, or in another manner that would constitute an injury in fact within the meaning of the United States or Texas Constitution.