

Update 126:

Part 2

DGBA (LOCAL) PERSONNEL-MANAGEMENT RELATIONS: EMPLOYEE COMPLAINTS/ GRIEVANCES

- Decision issued within 20 calendar days following the hearing - was 10 business days.
 - Changing it to calendar days could cause issues if it occurs before Christmas or summer break/ vacations, etc. It would make it difficult to conduct the investigation and issue a decision in the required timeframe. We could use our DOI to either pause the timeline, or stay with our original 10 business day timeframe.
- Appeals to the next level must be submitted within 20 calendar days (was 10 business days)
- Employees may supplement the record with additional documents or include additional claims at each subsequent level.
 - The complaint could then be remanded back to a lower level, which would add up to 30 days to the process - 10 days to hold another meeting and 20 for another decision.

DGBA (LOCAL) PERSONNEL-MANAGEMENT RELATIONS: EMPLOYEE COMPLAINTS/ GRIEVANCES Cont...

Level 3 Changes:

- After receiving notice of a Level 3 appeal, the Board (or Board committee) shall hold a meeting to discuss the complaint no later than 60 calendar days after the date of the Level Two decision.
- The employee may request that the complaint be heard in open or closed meeting. The District shall honor that request unless the Texas Open Meetings Act or other applicable law requires otherwise. Prior to this, the District made that determination.
- The Board must then issue a decision within 30 calendar days (was prior to the next regularly scheduled Board meeting).

DH (LOCAL): EMPLOYEE STANDARDS OF CONDUCT

- Added provisions:
 - Employees are prohibited from engaging in or assigning DEI instruction, guidance, or activities.
 - Employees are prohibited from assisting students with social transitioning.

Prohibited Classroom Instruction or Activities

An employee is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB].

Prohibited Diversity, Equity, and Inclusion Duties

An employee shall be subject to disciplinary action, including termination of employment, if the employee, intentionally or knowingly:

- Engages in diversity, equity, and inclusion (DEI) duties.
- Assigns to another individual DEI duties.

[See BT(LEGAL)]

Social Transitioning

An employee shall be prohibited from assisting a District student with social transitioning, as the term is defined in law. This prohibition includes providing any information to a District student about social transitioning or guidelines intended to assist a District student with social transitioning.

EEP (LOCAL) INSTRUCTIONAL ARRANGEMENTS: LESSON PLANS

- New code requiring teachers to post their instructional plans or course syllabus.

INSTRUCTIONAL ARRANGEMENTS LESSON PLANS		EEP (LOCAL)
Instructional Plan and Course Syllabus	<p>Prior to the beginning of each semester, each teacher shall provide a copy of the teacher's instructional plan or course syllabus for each class for which the teacher provides instruction.</p> <p>The teacher shall provide this information to the District administration and the parent of each student enrolled in the teacher's class. Additional copies of the instructional plan or course syllabus shall be made available to a parent of a student enrolled upon that parent's request.</p>	
District Website	<p>The Superintendent shall develop administrative procedures for the posting of the instructional plans and course syllabi for each class offered in the District on the District's website.</p>	

EFA (LOCAL) INSTRUCTIONAL RESOURCES: INSTRUCTIONAL MATERIALS

- Provision allowing parents to request an instructional materials review on the basis of the following:
 - The material is not aligned with District-adopted materials; or
 - The material does not have the appropriate rigor for the grade level it is being used.

Parent Request for Instructional Material Review

The Superintendent shall develop administrative regulations to ensure compliance with state law and rules that a parent or guardian of a District student may request an instructional materials review for a subject area in the grade level in which their student is enrolled on the basis of the following:

1. The material is not aligned with District-adopted materials; or
2. The material does not have the appropriate rigor for the grade level for the subject area in which the instructional material is used.

The regulations shall also address procedures for submitting a parent petition to review instructional materials, the appeal process if a petition for review is denied, criteria for reviewing any appeal, and timelines for each step in the process.

EHBAF (LOCAL): SPECIAL EDUCATION: VIDEO/ AUDIO MONITORING

- Recommended revision updating the timeframe for reporting to the principal an alleged incident in a special education classroom with video surveillance
 - 24 hours (was 48 hours)

Reporting an Incident

A person alleging that an incident, as defined by law, has occurred in a classroom in which video surveillance is conducted shall file a report on the form provided by the District with the principal as soon as possible after the person suspects the alleged incident. If possible, an incident report form shall be filed within ~~48~~24 hours of the facts giving rise to the allegation. The principal shall promptly view, or direct an authorized individual to view, the video surveillance footage to identify the relevant portion of the recording. No later than ~~ten District business days~~10 District business days after the report is filed, the principal or designee shall respond by notifying the person whether the alleged incident was recorded in the District's video surveillance footage and shall initiate other steps as required by law, District policy, or local procedures.

EIA (LOCAL) ACADEMIC ACHIEVEMENT: GRADING/ PROGRESS REPORTS TO PARENTS

- Districts must now provide at least two opportunities for in-person parent-teacher conferences each year.
 - Previously - one, and then anytime at parent request.
 - A number of districts are using their DOI plan to opt out of this requirement because it takes up a lot of teacher time, and many of our students do not need it. Parents would still be able to request a parent-teacher conference anytime they would like one.

FA (LOCAL): PARENT RIGHTS AND RESPONSIBILITIES

- Districts must establish a parent portal on the district's website, through which parents may submit comments to administrators or the Board.

FEF (LOCAL) ATTENDANCE: RELEASED TIME

- Texas SB 1049, allows public school students to be excused for up to five hours weekly to attend private religious instruction ("released time courses"), requiring parental consent and mandating schools to adopt policies for these absences by January 1, 2026, with the law effective September 1, 2025, shifting responsibility for missed work and transportation to parents or the private provider.

FFAC (LOCAL) WELLNESS AND HEALTH SERVICES: MEDICAL TREATMENT

- A recommended revision which now allows school employees, including nurses, to administer nonprescription medication "in accordance with legal requirements."
 - Prior language - "upon a parent's written request, when properly labeled and in the original container."

FFB (LOCAL) STUDENT WELFARE: CRISIS INTERVENTION

- A provision is recommended addressing the required notification (as soon as safe and practicable) to campus staff when a threat is made against the campus. The statement should contain the following information: the existence of the threat, the nature of the threat, and any other pertinent detail to ensure student and staff safety.

FFF (LOCAL) STUDENT WELFARE: STUDENT SAFETY

- Changes to parent notification if an employee is alleged to have engaged in misconduct involving their child.
 - No later than one business day after an employee suspects that a criminal offense has been committed against the parent's child.
 - Now includes a district service provider, not just a district employee.

FFG (LOCAL) STUDENT WELFARE: CHILD ABUSE AND NEGLECT

- Changes the reporting timeline from 48 to 24 hours.

FNG (LOCAL) STUDENT AND PARENT COMPLAINTS/ GRIEVANCES

- **Timeline changes:**

- 90 calendar days to file if the student or parent engaged in the informal process to attempt to resolve the complaint. 60 calendar days if they did not. (Both were 15 business days)
- Decision issued within 20 calendar days following hearing. - (was 10 business days)
- Appeals at all levels must be filed within 20 calendar days (was 10 business days)
- The Board must hear Level 3 appeals within 60 calendar days of the Level 2 decision, and issue a decision within 30 calendar days.

FNG (LOCAL) STUDENT AND PARENT COMPLAINTS/ GRIEVANCES

- Complainants may now supplement the record with additional documents or include additional claims when they move to the next level.
 - The complaint could then be remanded back to a lower level, which would add up to 30 days to the process - 10 days to hold another meeting and 20 for another decision.
- Level 3 Complaints - The complainant may request that the complaint be heard in open or closed meeting. The District shall honor that request unless the Texas Open Meetings Act or other applicable law requires otherwise.
 - Prior to this, the District made that determination.

FO (LOCAL) STUDENT DISCIPLINE: VIDEO AND AUDIO MONITORING

- Wording change

FOB (LOCAL) STUDENT DISCIPLINE: OUT-OF-SCHOOL SUSPENSION

- Deleted policy prohibiting suspensions for students under grade 3. Student under grade 3 may now be suspended.