



Gregory-Portland Independent School District

BOARD MEMORANDUM

TO: DR. MICHELLE CAVAZOS

FROM: DR. MICHAEL NORRIS

CC: BOARD OF TRUSTEES
DR. ISMAEL GONZALEZ III
BRITTNEY SOLIZ SANDOVAL
DEBORAH GARZA
MICHAEL THIEME
DR. MICHAEL NORRIS
PENNY ARMSTRONG

DATE: Monday, December 15, 2025

SUBJECT: REVISION TO THE DISTRICT OF INNOVATION PLAN

PRIORITIES

PRIORITY 1: EXCEPTIONAL STUDENT PERFORMANCE

N/A

PRIORITY 2: HIGH PERFORMING AND ENGAGED WORKFORCE

2.1 Annually increase the percentage of staff satisfaction

PRIORITY 3: QUALITY SERVICE AND IMPACTFUL COMMUNITY ENGAGEMENT

3.1 Annually increase the percentage of student satisfaction

3.2 Annually increase the percentage of parent/family satisfaction and engagement

3.3 Annually increase the percentage of community satisfaction and engagement

PRIORITY 4: EFFICIENT AND EFFECTIVE DISTRICT AND CAMPUS OPERATIONS

4.1 Annually improve operational processes

BACKGROUND INFORMATION:

Type: Action

During the 89th Texas Legislative Session, the Legislature enacted new requirements for student and parent grievance procedures under Texas Education Code Chapter 26A. These changes significantly expanded the timelines for filing complaints and appeals, and they allow complainants to amend or supplement grievances at any point in the process. While intended to increase access, these requirements substantially lengthen the grievance process, delay the District's ability to investigate concerns in a timely manner, and reduce the likelihood of resolving issues at the level closest to where they arise.

TASB incorporated these statutory changes into Update 126, prompting revisions to the District's legal and local policies, including DGBA(LOCAL), FNG(LOCAL), and GF(LOCAL). After reviewing the implications of the new statutory timelines, administration determined that returning to the District's longstanding, efficient grievance timelines better serves students, families, staff, and the public. Aligning timelines for all types of grievances improves the operational efficiency of the district. The District of Innovation (DOI) plan allows GPISD to maintain local control over grievance procedures and timelines, and the District has adopted an amendment to exempt GPISD from the extended timelines required under TEC Chapter 26A. This exemption permits the District to restore appropriate deadlines for filing, hearings, and decisions.

If approved, administration will revise DGBA(LOCAL), FNG(LOCAL), and GF(LOCAL) to incorporate the timelines authorized by the DOI amendment, while retaining all other structural and procedural components provided in TASB Update 126. Approval of the updated policy will ensure that GPISD's grievance process remains fair, accessible, timely, and aligned with the needs of our students and families.

RECOMMENDATION:

Administration recommends that the Board of Trustees approve the revisions to the District of Innovation Plan as presented, incorporating the District of Innovation amendment that restores locally developed grievance timelines in place of the extended timelines required under Texas Education Code Chapter 26A and included in TASB Update 126. Approval of these revisions will ensure that Gregory-Portland ISD maintains a fair, efficient, and timely grievance process while remaining compliant with all applicable legal requirements.

FINANCIAL IMPACT AMOUNT AND FUNDING SOURCE (IF APPLICABLE):

N/A

BOARD RELATED POLICY:

DGBA(LOCAL), FNG(LOCAL), and GF(LOCAL)

ACTION ITEM SUGGESTED MOTION (if applicable):

"I move that the Board of Trustees approve the proposed District of Innovation Plan amendment to restore locally developed grievance timelines."