

**Approval of TASB Update 97 Local Policies and Revisions to DEC (LOCAL): Compensation and Benefits – Leaves and Absences and Proposed New Policy DCA (Local): Employment Practices-Probationary Contracts – Second Reading**  
**August 13, 2013**

**SUMMARY:**

TASB Update 97 addresses several amendments to the Texas Administrative Code. While many of these rule changes may be affected by the 83<sup>rd</sup> Texas Legislative Session this update will reflect the Administrative Code text currently in effect to maintain current law.

**Local policies included in Update 97:**

- CNA (Local) Transportation Management: Student Transportation
- DBAA (Local) Employment Requirements and Restrictions: Criminal History and Credit Reports

**PREVIOUS BOARD ACTION:**

The Board discussed TASB Update 97 policy revisions at the June 25, 2013 board meeting and first reading approval on July 30, 2013.

**BACKGROUND INFORMATION:**

Update 97 includes 2 local policies, 14 legal policies, 1 exhibit and 2 policy deletions. TASB Update 97 addresses several amendments to the Texas Administrative Code. While many of these rule changes may be affected by the 83<sup>rd</sup> Texas Legislative Session this update will reflect the Administrative Code text currently in effect to maintain current law. The major topics affected are instructional materials, bilingual education, communicable diseases, state assessments and the Texas Virtual School Network. Other changes were also made in the Family and Medical Leave Act rules.

The Human Resource Department has also requested addition of a new policy DCA LOCAL that addresses late hires. Furthermore, changes have been made to DEC LOCAL:

1. Temporary Disability – Allow all full time employees to have access to Temporary Disability
2. Eliminate the unpaid one year leave for Nurturing and Personal Leave from current policy in DEC LOCAL.
3. Only Educational Leave would be offered in DEC LOCAL under additional guidelines and limitations.

**SIGNIFICANT ISSUES:**

The district must have school policies that are consistent with current laws and appropriately communicate local policy issues. Policies are classified as either “Legal” or “Local” in design. A “Legal” policy is a statement of existing law or of binding legal decisions and as such do not require Board approval. Local policies are decisions made at the local level that reflect district decisions and practices and do require approval. Legal policies are always included in updates so local policy development occurs within the context of binding law.

**BENEFIT OF ACTION:**

To allow the Board to evaluate and ensure that these policies reflect the practices of the District.

**PROCEDURAL AND REPORTING IMPLICATIONS:**

Because the law requires districts to adopt a local policy so quickly, districts are allowed to implement the process for emergency adoption with one reading.

**ALTERNATIVES:**

The following options are available to the Board:

- continue to study the policy
- modify the existing language
- approve policies as written and submitted by TASB

**SUPERINTENDENT’S RECOMMENDATION:**

The Superintendent recommends the Board approve TASB Update 97 local policies and the revisions to policy DEC (Local) and the addition of policy DCA (Local) on second reading as presented.

**PERSONS RESPONSIBLE:**

James K. Wilson III, Superintendent  
Randy Stout, DISD Legal Advisor