

[Tex. Educ. Code § 26A.001](#)

*** This document is current through the 2025 Regular Session and the 2nd C.S. of the 89th Legislature; and the November 4, 2025 general election results. ***

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Sec. 26A.001. Grievance Policy.

- (a) The board of trustees of a school district shall adopt a grievance policy to address grievances received by the district.
- (b) The policy must provide for the following levels of review, subject to Subsection (c):
 - (1) review by:
 - (A) the principal of the school district campus at which the grievance is filed or the principal's designee; or
 - (B) for a grievance that arises from subject matter unrelated to a campus, an administrator at the school district's central office;
 - (2) if established by the policy, an appeal to an administrator at the school district's central office;
 - (3) an appeal to the superintendent of the school district or the superintendent's designee; and
 - (4) an appeal to the board of trustees of the school district.
- (c) A review or appeal on a grievance must be conducted by a person with the authority to address the grievance unless a preliminary hearing is necessary to develop a record or a recommendation for the board of trustees of the school district.
- (d) The board of trustees of a school district may delegate the authority to hear and decide a grievance to a committee of at least three members composed only of members of the board of trustees. For purposes of an appeal to the commissioner under *Section 7.057*, a decision by the committee is a decision of the board of trustees. Subsection (e) applies to the committee in the same manner as that subsection applies to the board of trustees.
- (e) The policy must:
 - (1) prohibit the board of trustees of the school district or a district employee from retaliating against a student or parent of or person standing in parental relation to a student who files a grievance in accordance with the policy;
 - (2) require a person involved in reviewing a grievance under the policy to recuse himself or herself from reviewing the grievance if the person is the subject of the grievance;
 - (3) provide for a higher level of review under Subsection (b) if the person who would otherwise review the grievance is required to recuse himself or herself under Subdivision (2);
 - (4) provide for the creation and retention of a record of each hearing on the grievance, including:
 - (A) documents submitted by the person who filed the grievance or determined relevant by school district personnel; and

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- (B)** a written record of the decision, including an explanation of the basis for the decision and an indication of each document that supports the decision;
- (5)** allow the person who filed the grievance to supplement the record with additional documents or add additional claims;
- (6)** allow for a member of the board of trustees of the school district to file a grievance with the district, but prohibit the member from voting on matters related to that grievance;
- (7)** allow for a remand to a lower level of review under Subsection (b) to develop a record at any time, including at the board of trustees level of review;
- (8)** require the school district to direct a grievance that is filed with the incorrect administrator to the appropriate administrator and consider the grievance filed on the date on which the grievance was initially filed;
- (9)** require the school district to issue a decision on the merits of the concern raised in the grievance, notwithstanding procedural errors or the type of relief requested;
- (10)** unless otherwise required by law, allow for a hearing or meeting at which the grievance will be discussed to be open or closed at the request of the person who filed the grievance; and
- (11)** for a grievance before the board of trustees of the school district, require that:
- (A)** the person who filed the grievance be provided at least five business days before the date on which the meeting to discuss the grievance will be held a description of any information the board of trustees intends to rely on that is not contained in the record; and
- (B)** the meeting at which the grievance is discussed be recorded by video or audio recording or by transcript created by a certified court reporter.
- (f)** If a grievance is appealed to the commissioner under *Section 7.057*, the commissioner may:
- (1)** investigate an alleged violation of state or federal law regarding the confidentiality of student information, including the Family Educational Rights and Privacy Act of 1974 ([20 U.S.C. Section 1232g](#)), relating to the grievance;
- (2)** collaborate with relevant federal agencies in an investigation described by Subdivision (1); and
- (3)** take any action necessary to compel the school district, the board of trustees of the district, or a district employee to comply with law described by Subdivision (1).
- (g)** Each school district shall annually submit to the agency a report on grievances filed in the district during the preceding year. The report must include for each grievance the resolution of the grievance and any corrective action taken.
- (h)** Not later than December 1 of each year, the agency shall post on the agency's Internet website a report on grievances filed in school districts during the preceding year. The report must aggregate the data statewide and state:
- (1)** the number of grievances filed;
- (2)** the number of grievances resolved and the resolution of those grievances; and
- (3)** any corrective actions taken.
- (i)** If the commissioner determines that a school district educator has retaliated against a student or parent of or person standing in parental relation to a student in violation of Subsection (e)(1), the commissioner may report the educator to the State Board for Educator Certification for investigation.

History

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Acts 2025, 89th Leg., ch. 1125 (S.B. 12), § 20, effective September 1, 2025.

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