

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: Consider and Possible Action to Amend the Navarro ISD District of Innovation Plan to include Prior NISD Grievance Policy Language and Practices and Possible Action to Approve DGBA, FNG and GF(LOCAL) Policies to Reflect the DOI Amendment

Date: March 23 2026

Administrator Responsible/Position: Wendy McMullen, Chief Academic Officer

A. Purpose of Agenda Item:

- Information Only Action Needed Receive Input

B. Authority for This Action:

- Local Policy Law or Rule N/A

C. Priority, Goal, or Need Addressed:

- Strategic Plan District/Campus Improvement Plan Other

Priorities

- Priority 1:** Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes.
- Priority 2:** Maximizing Academic Performance.
- Priority 3:** Maximizing Co-Curricular and Extra-Curricular Opportunities, Performance, and Engagement.
- Priority 4:** Planning, Preparing, and Maintaining Facilities and Environments for Learning.
- Priority 5:** Obtaining and Maintaining Top Rated District Recognition

Board Goals for 2023-2028

- Goal 1*:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 49% to 60% by June 2024, 65% for 2024-2025, 70% for 2025-2026, 75% for 2026-2027, 80% for 2027-2028. **(HB3 Required Goal)**
- Goal 2*:** Increased overall student performance in mathematics to 85% Meets Standard by 2028. The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 53% to 65% by June 2024, 70% for 2024-2025, 75% for 2025-2026, 80% for 2026-2027, 85% for 2027-2028. **(HB3 Required Goal)**
- Goal 3*:**The percentage of graduates that meet the criteria for CCMR will increase from 72% to 88% by August 2024 and increase to 95% by 2028. **(HB3 Required Goal)**

D.

Summary:

Senate Bill 12 (SB 12), passed during the 89th Texas Legislative Session and effective September 1, 2025, made significant changes to school

district grievance policies. Commonly referred to as the “Parents’ Bill of Rights,” SB 12 requires districts to implement a formal, multi-level grievance process for parents, including clearly defined timelines for district responses at each level.

Navarro ISD adopted the SB 12 grievance policy in November 2025. The District of Innovation (DOI) Committee met on February 5, 2026 and reviewed the effectiveness of this new policy. Based on this review, the DOI Committee would like to recommend re-adoption of the district’s previous grievance policy through the DOI process. The prior policy included shorter response timelines and had been effective in resolving complaints and grievances in a timely manner. The current policy extends timelines and prevents the district from resolving complaints at the most appropriate level and in a shorter time period.

Background Information:

The Texas school district grievance policy, rooted in [Texas Education Code §7.057 and Chapter 26A](#), requires districts to maintain formal procedures for complaints regarding violations of rights, policies, or law. Designed to resolve disputes locally (often through FNG or DGBA policies), this framework was strengthened by HB 3315 to ensure timely responses and greater accessibility, as many districts previously used, "model policies" prioritizing district protection over prompt resolution. Policy Types:

- **FNG (Local):** Covers student/parent grievances.
- **DGBA (Local):** Covers employee complaints and grievances.
- **GF (Local):** Addresses general public/community complaints.

The Texas Association of School Boards (TASB) has revised the District’s current local policies FNG, DGBA, and GF to incorporate District of Innovation language and to reflect the updates that will occur if the Board approves the re-adoption of the previous versions of these policies.

E. Comments Received:

LT

DEIC

Other

All agenda items are reviewed by the Superintendent's Leadership Team.

Administrative Recommendation:

It is recommended that the Board of Trustees approve the amendment to the District of Innovation Plan and approve the re-adoption of the grievance policies that were in effect prior to

F.

November 2025 through the District of Innovation process. The new policy language is presented for approval in one reading as it reflects the DOI amendment.

G. Fiscal Impact and Cost:

Amount: N/A

- Budget
- Bond

- Grant/Special Funds

- Other

H.

Exhibits: NISD Grievance Policy documents prior to November 17, 2025, District of Innovation (DOI) timeline and amendment proposal, Texas Association of School Boards (TASB) amended copies of DGBA, FNG and GF local policies to include the District of Innovation language and prior policy language (before November 17, 2025)

“I move to approve/disapprove/postpone”

I. Action: I move to approve the amendment to the District of Innovation (DOI) Plan to include an exemption from the grievance policy requirements enacted under Senate Bill 12. I further move that the Board of Trustees approves the proposed revisions to local policies DGBA, FNG, and GF, as presented, to incorporate the District of Innovation exemption language and to reinstate the District’s prior policy language.

Motion by: _____

Second by: _____

FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson
AGAINST: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson
ABSTAIN: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

MOTION CARRIED/DENIED/POSTPONED