

Agenda Item Title: Board Policy 5.200, *Separation Practices for Tenured Teachers*, and Board Policy 5.201, *Separation Practices for Non-Tenured Teachers*, on first reading

Board Meeting Date: July 28, 2026

Department: Legal

Presented by: Lauren Bush

Board Agenda Category:

- Consent Agenda ☐
Action Item ☒
Reports and Information ☐

Requires City Council Approval: Yes ☐ No ☒

Summary

The proposed revisions to these policies reflect Public Chapter 898, which removes the local Board's authority to file a complaint with the State Board of Education seeking suspension of a teacher's license for a mid-year resignation and breach of contract. The policies also incorporate TSBA model-policy language authorizing the Director of Schools, during an investigation, to temporarily modify a certified employee's work status through reassignment to alternate duties, placement on administrative leave with pay, or temporary removal from the school setting, as appropriate to address safety concerns or minimize disruption to the educational environment.

Staff Recommendation

Approve changes to Board Policy 5.200, *Separation Practices for Tenured Teachers*, and Board Policy 5.201, *Separation Practices for Non-Tenured Teachers*, on first reading

Fiscal Impact

No direct fiscal impact is anticipated.

Connection to MCS's Five-Year Strategic Plan

- ☐ **Academic Success:** Raise academic achievement for all students across content areas by closing learning gaps and ensuring readiness for the next grade level so that every child is prepared for future success.
- ☐ **Ready to Learn:** Promote the success of every child by supporting their social, behavioral, and non-academic needs in partnership with families and the community so that students are ready to learn.
- ☒ **Highly Qualified Team:** Invest in the growth and retention of our employees so that every student benefits from a well-prepared and highly qualified team.
- ☐ **Operational Efficiency:** Ensure operational efficiency so that resources effectively support and enhance student learning.
- ☐ **District of Choice:** Strategically promote and expand the strengths and opportunities of our schools so that we are recognized as the district of choice for families.