



BOARD ACTION ITEM APPROVAL FORM

DATE: May 26, 2026

SUBJECT: Policy Group 4 – Updated Personnel Policies

BACKGROUND: As a result of the 89th Texas Legislative Session, Texans Can is required to implement updates to certain Human Resources policies to ensure compliance with newly enacted state laws. Legal counsel, Schulman, Lopez, Hoffer & Adelstein, has prepared recommended policy revisions to address these statutory changes.

ADMINISTRATIVE CONSIDERATION: The following policies are submitted for approval:

Policy #	Policy Name	Change Summary
PG-4.101	Equal Employment Opportunity	Updated to align with recent U.S. Supreme Court precedent.
PG-4.102	Nondiscrimination Policy	Minor updates to reflect Pregnant Workers Fairness Act requirements.
PG-4.103	Whistleblower Protection	Updated numbering of policy
PG-4.201	Employment Practices	Updated numbering of policy
PG-4.202	Pre-Employment Credentials and Employee Records	Updated requirements related to employee credential verification and recordkeeping.
PG-4.203	Criminal History and Credit Reports	Updated to reflect Chapter 22A requirements for background checks.
PG-4.204	Reporting Employee Misconduct	Updated July 2025 following SB 571 with new misconduct reporting requirements.
PG-4.205	Reporting Child Abuse and Neglect	Updated July 2025 to reflect new reporting requirements under Texas Family Code Ch. 261.
PG-4.206	Employee Dress and Grooming Standards	Clarified dress and grooming expectations for staff.
PG-4.207	Employee Fraternization	Updated guidance on staff relationships and boundaries.
PG-4.208	Employee Complaints and Grievance	Updated procedures for submitting and resolving employee complaints



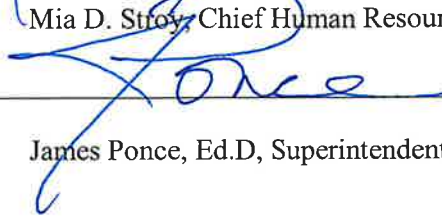
Policy #	Policy Name	Change Summary
PG-4.210	Professional Development	Updated staff training and professional development expectations.
PG-4.301	Employee Health and Safety	Updates to citations
PG-4.302	Drug, Alcohol, and Tobacco-Free Workplace	Updated numbering of policy
PG-4.303	Psychotropic Drugs and Medical Evaluations	Updates to citations
PG-4.304	Confidentiality of Medical Information	Updated numbering of policy
PG-4.305	Employee Searches	Updated to provide additional information for employees on when searches are allowable under Section 4: Applicability of Policy.
PG-4.306	Workers' Compensation	Updates to citations
PG-4.401	Wage and Hour Laws	Updated numbering of policy
PG-4.501	Employee Attendance	Updated numbering of policy
PG-4.502	Leave Offerings	Updates to citations
PG-4.503	Military Leave – USERRA	Updates to citations
PG-4.504	Family and Medical Leave	Updates to citations
PG-4.601	Building Use	Updated numbering of policy
PG-4.602	Solicitation and Distribution	Updates to citations
PG-4.603	Intellectual Property	Updated numbering of policy
PG-4.604	Technology Resources	Updated numbering of policy
PG-4.605	Social Media and Electronic Communications with Students	Updated numbering of policy
PG-4.606	Use of Artificial Intelligence	New policy to address AI Tools



BUDGET IMPLICATIONS: none

RECOMMENDATION: That the Board of Trustees approves the above referenced Personnel related policies.

SUBMITTED BY: 
Mia D. Stroy, Chief Human Resources Officer

APPROVED BY: 
James Ponce, Ed.D, Superintendent