

## **AGENDA ITEM 8.B.**

**RE:** Approve Modifications to Laredo College DCB(LOCAL) Policy - EMPLOYMENT PRACTICES: TENURE As Required by Senate Bill 18

**STAFF RECOMMENDATION:** The staff recommends that the revisions to DCB (LOCAL) policy be approved, effective May 1, 2026. Please see the attached proposed policy changes.

**BACKGROUND:** *Senate Bill 18* and *Texas Education Code 51.942* impacted faculty, particularly tenured faculty. It is important to note that this policy applies only to faculty members serving in positions of faculty status. Tenure is only tied to faculty member status positions. This policy needs to be modified to clearly direct tenured employees who were grandfathered into tenure prior to September 1, 2024, and who are no longer holding a faculty member status position. It also addresses tenure-track positions that are no longer in faculty member status and how those individuals are no longer eligible for tenure. It also clarifies when there are transitions between non-faculty employees who had tenure and return to their faculty member status. In summary, the law and statutory code are clear on the definition of a faculty member, and only those who uphold faculty member status positions are eligible to adhere to DCB (local) policy. This policy addresses employment practices of tenured and non-tenured faculty members. This policy does not apply to non-faculty staff and administrators who are not faculty members.

**BUDGETARY CONSIDERATIONS:** None.

**CONTACT PERSONS:**

Dr. Minita Ramirez, President

Dr. Marisela Rodriguez Tijerina, Provost/Vice President of Academic Affairs

Mrs. Veronica Cardenas, Executive Director of Human Resources