

LOCAL POLICY RECOMMENDATION CHART  
TASB UPDATE 117

Policy	Person(s) Responsible	Adm. Recommendation	Notes/Comments/Rationale
<p><a href="#">COB (LOCAL)</a></p> <p>TECHNOLOGY RESOURCES: CYBERSECURITY</p>	<p>Explanatory Notes Page 2</p> <p>S. Campbell (lead) A. Kirchner</p>	<p><a href="#">SAMPLE: Adopt TASB Policy as written.</a></p>	<p>To ease compliance with state law provisions requiring the board to select a cybersecurity training program and verify and report cybersecurity training by district employees, recommended revisions to this policy provide for the board to delegate these responsibilities to the superintendent.</p>
<p><a href="#">BBD (EXHIBIT)</a></p> <p>BOARD MEMBERS: TRAINING AND ORIENTATION</p>	<p>Page 1</p> <p>A. Kirchner (lead)</p>		<p>As approved by the State Board of Education in November 2020, the Framework for School Board Development has been extensively revised.</p>
<p><a href="#">CH (LOCAL)</a></p> <p>PURCHASING AND ACQUISITION</p>	<p>Page 1</p> <p>S. Adrian (lead) L. Fisher</p>		<p>The major winter storms earlier this year caused extensive damage to many district facilities. Based on district requests for additional flexibility in such emergency circumstances, we recommend a new provision delegating authority to the superintendent to contract for the replacement, construction, or repair of equipment or facilities in the event of a catastrophe, emergency, or natural disaster affecting the district if emergency replacement, construction, or repair is necessary for the health and safety of district students and staff. The superintendent must report to the board any contracts made under the delegated authority at the next regular meeting. The recommended text also clarifies that the delegation does not permit the superintendent to act under Education Code 44.031(h) to make purchases without following normal competitive purchasing requirements; the board must take action to waive any Chapter 44 provisions in accordance with law. The recommended delegation provision is optional. Please carefully review the new text</p>

			to ensure it aligns with the district's practices and contact the district's policy consultant if your district does not wish to add this provision or has other revisions. TASB Legal Services' eSource article Emergency Management for Texas Public Schools provides additional information on purchasing in emergency situations. The Legal Issues in Update 117 memo describes common legal concerns and best practices specific to this policy topic.
<a href="#">CV (LOCAL)</a> FACILITIES CONSTRUCTION	Page 2 R.Reaves (lead)	Adopt TASB Policy as written.	For ease of reference and to align with recommended changes at CH(LOCAL) on delegation to the superintendent for emergency contracting, Policy Service recommends adding a Note referring to CH(LOCAL) for those provisions. The Legal Issues in Update 117 memo describes common legal concerns and best practices specific to this policy topic.
<a href="#">DEC (LOCAL)</a> COMPENSATION AND BENEFITS: LEAVES AND ABSENCES	Page 3 P.Berry (lead)  M. Williams		The events of the past year have highlighted the need for additional flexibility regarding administration of leave. TASB Policy, Legal, and HR Services collaborated on the recommended revisions to this policy, which remove administrative details not required to be in board policy and that may be more appropriately addressed elsewhere, such as in the employee handbook. To support the removal of these administrative details, a new paragraph directs the superintendent to develop administrative regulations to implement the policy. [Remember that BJA(LOCAL) permits the superintendent to delegate this responsibility as appropriate.] In addition, TASB HR Services has: Created a corresponding Framework for Developing Leaves and Absences Procedures, with prompts and placeholders for administrative decisions; and Revised the 2021–22 Model Employee Handbook to address administrative provisions removed from the policy. Other changes include: Updating the definition of catastrophic illness or injury to clarify how it applies to the use of leave from the district's sick leave bank.

			<ul style="list-style-type: none"><li>● Adding a definition of school year that aligns with terminology in the TASB sample contracts and that provides context for references to the term elsewhere in the policy.</li><li>● Relocating provisions on concurrent use of leave and compensatory time to the sections addressing temporary disability leave and family and medical leave.</li><li>● Streamlining of family and medical leave provisions to eliminate information not necessary in board adopted policy.</li><li>● Adding a clear statement to reflect that the district does not permit paid leave offset in conjunction with workers' compensation benefits.</li><li>● Revising terminology from reimbursement to payment for unused leave to reflect that employees are receiving payment for days of accumulated leave upon retirement.</li></ul> <p>New recommended provisions on state personal leave clarify that the district will also consider how the duration of the requested absence affects the educational program and district operations. The Legal Issues in Update 117 memo describes common legal concerns and best practices specific to this policy topic. Please note: The district's locally developed text throughout the policy has been lightly edited. Other provisions are recommended for deletion as they are better suited for administrative regulations such as the employee handbook. At Expiration of Available Leave and Attendance we recommend including a statement that clarifies the employee's eligibility for reasonable accommodations, as required by the Americans with Disabilities Act, will be considered before termination. Please contact your policy consultant if you have any questions or need any further revisions.</p>
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