

Policy Review 2025-26

F & G Policy Review | March 24, 2026



This Evening's Agenda

- Review D & E Policy Feedback
- F & G Policy Group Discussions



A-C Policy Review Review

- 69 Policies Reviewed Between 4 Groups
- 16 Policies w/ Suggestions or Questions

So, let's take a look...



DBAA: Employment Requirements And Restrictions – Pre-Employment Reviews

Question

Can you check that the application screens potential employees for any crime, investigations, or suspicion of crimes from a previous employer?

Notes

Employment applications contain a detailed affidavit that cover these matters



DBD: Employment Requirements and Restrictions – Conflict of Interest

Specific Disclosures: Substantial Interest

“The Superintendent shall file an affidavit with the Board President disclosing a substantial interest, as defined by Local Government Code 171.002, in any business or real property that the Superintendent or any of his or her relatives in the first degree may have.

Any other employee who is in a position to affect a financial decision involving any business entity or real property in which the employee has a substantial interest, as defined by Local Government Code 171.002, shall file an affidavit with the Superintendent; **however, the employee shall not be required to file an affidavit for the substantial interest of a relative.”**



DBD: Employment Requirements and Restrictions – Conflict of Interest

Specific Disclosures: Substantial Interest

“...however, the employee shall not be required to file an affidavit for the substantial interest of a relative.”

Question

Does an employee have to file an affidavit for their spouse?

Local Government Code 171.002

If a spouse has a substantial interest, then the employee has a substantial interest.

“A local public official is considered to have a substantial interest... if a person related to the official in the first degree by consanguinity or affinity... has a substantial interest...”



DEA: Compensation and Benefits – Compensation Plan

Premium Pay During Disasters

“Nonexempt employees paid on an hourly basis who are required to work to mitigate the reason for an emergency closing shall be paid at the rate of one and one-half times their normal rate of pay for all hours worked during the emergency closure period.”

Feedback

Define mitigating the emergency for their pay

Suggestion

“Nonexempt employees paid on an hourly basis who are required to work *during an emergency closure in order to address or mitigate the cause of the emergency* will be paid at one and one-half times their normal hourly rate for all hours worked during the closure.”



DEB: Compensation and Benefits – Fringe Benefits

Tuition-Free Attendance

“Children of nonresident full-time employees may attend District schools tuition-free. Children must meet qualifying criteria.”

Feedback

Can we reference or link to criteria?

Suggestion

- Leave as-is to allow for future flexibility -OR-
- Edit to: “Children must meet qualifying criteria *in regard to attendance and disciplinary standing at their current school.*”



DEC: Compensation & Benefits – Leaves & Absences

FMLA: Combined Leave for Spouses

“When both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks.”

Question

Can this be adjusted so spouses do not have to share the 12 weeks and each spouse gets 12 weeks as individuals?

Notes

Significant financial considerations



DFBB: Term Contracts – Nonrenewal

Reasons for Nonrenewal

No. 18: “Disability, not otherwise protected by law, that prevents the employee from performing the essential functions of the job, with or without reasonable accommodation.”

Feedback

Revise

Suggestion

Gather additional feedback



DFCA: Continuing Contracts – Suspension/Termination

Suspension with Pay

“A continuing contract employee may be suspended with pay and placed on administrative leave by the Superintendent during an investigation of alleged misconduct by the employee or at any time the Superintendent determines that the District's best interest will be served by the suspension.”

Feedback

Better define “district’s best interest”

Suggestion

Gather additional feedback



DFFA: Reduction in Force – Financial Exigency

Feedback

- At “Employment Areas” add “in no particular order”
- Question: Is there a period of time where notification to employee occurs?

Answers

- DFFA references DFBB, so those same timelines would apply
- For a hearing, employee would be notified no later than the 15th day after the date of the meeting
- For a non-hearing, employee would be notified no later than the 30th day after the notice of proposed nonrenewable was sent



DFFB: Reduction in Force – Program Change

Feedback

- At “Employment Areas” add “in no particular order”



DGA: Employee Rights and Privileges – Freedom of Association

Opportunity for a Period of Prayer and Reading of Religious Texts – Consent

Employees are prohibited from participating in the period of prayer and reading of the Bible or other religious texts under this policy unless the employee, as applicable, submits to the District a signed consent that includes: ...

3. An express waiver of the person's right to bring a claim under state or federal law arising out of the adoption of a policy under Education Code 25.0823, including a claim under the Establishment Clause of the First Amendment to the United States Constitution or a related state or federal law, releasing the District and District employees from liability for those claims brought in state or federal court.



DGA: Employee Rights and Privileges – Freedom of Association

Feedback

- Reads as though a waiver of constitutional rights is possible
- Replace/add with “No employee shall be required to submit a waiver of legal right...”

Notes

Senate Bill 11 and TEC 25.0823 specifically requires the policy contain this verbiage

Suggestion

Leave as-is



DH: Employee Standards of Conduct

Background

DH contains a section prohibiting “Diversity, Equity, and Inclusion Duties”

Question

Does Policy BT or another policy provide specificity regarding “DEI Duties”?



DH: Employee Standards of Conduct

Answer

Yes, Policy BT (Legal) and TEC 11.005(a) defines “Diversity, equity and inclusion duties” as:

1. Influencing hiring or employment practices with respect to race, sex, color, or ethnicity except as necessary to comply with state or federal antidiscrimination laws;
2. Promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
3. Developing or implementing policies, procedures, trainings, activities, or programs that reference race, color, ethnicity, gender identity, or sexual orientation, except for the purpose of student recruitment efforts by colleges and universities designated as historically black colleges and universities in collaboration with school districts, or as necessary to comply with state or federal law;
4. Compelling, requiring, inducing, or soliciting any person to provide a diversity, equity, and inclusion statement or giving preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.



DLB: Workload – Required Plans and Reports

Restrictions on Written Reports

“Annually upon the Board's request, the Superintendent shall report to the Board on efforts to minimize teacher paperwork and on the number and length of written reports that teachers are required to prepare.”

Questions

- What are the specifics/clarification in the “written reports”?
- How are we measuring this? What is the goal? Is that goal written somewhere?

Answer

DLB (Legal) and TEC 11.164 set out restrictions on written reports required for classroom teachers to prepare



DMA: Professional Development – Required Staff Development

Background

The Superintendent shall recommend the District's professional development plan for all District employees. The Board shall annually review the professional development clearinghouse published by the State Board for Educator Certification (SBEC) and annually approve the District's professional development plan. The District's professional development plan must:

1. Be guided by the SBEC clearinghouse training recommendations;
2. Note any differences in the District's plan from the clearinghouse recommendations;
and
3. Include a schedule of the required professional development for all District employees.

Question

What does the PD schedule normally look like for the various district employees?



2025-2026 Professional Learning At-A-Glance

☀ Summer Professional Learning & Events ☀				
 Digital Learning	 Multilingual Services		GT & Advanced Academics	
Elementary LMS Rollout KISD Summer Conference	LAD SUMMER PD OFFERINGS Steps for ESL Certification World Language Summer PD		Keller ISD GT Core & Update Courses Region 11 GT Core & Update Courses	
New Professional Employee On-Boarding and Orientation				 KISD Administrators
June - August	☀ Tuesday, July 29	☀ Wednesday, July 30	☀ Thursday, July 31	KISD Administrators Meetings <i>Dates will be linked when they have been confirmed.</i>
Onboarding is offered weekdays during the summer. Once HR onboarding is complete, new hires book an appointment with the Genius Team.	Rookie Teacher Academy ROOKIE TEACHERS	New Teacher Training District/Content Day ALL NEW TEACHERS Do you need to attend New Teacher Training?	New Teacher Training Campus Day ALL NEW TEACHERS	
🎒 BACK-TO-SCHOOL PROFESSIONAL LEARNING and WORK DAYS 🎒				
Monday, August 4	Tuesday, August 5	Wednesday, August 6th	Thursday, August 7	Friday, August 8
CAMPUS CONVOCATION Elementary/Intermediate 8:30AM Middle/High 11am @Northwood Church	DISTRICT Back-to-School Professional Learning REQUIRED MAP Training	CAMPUS Back-to-School Professional Learning REQUIRED MAP Training	DISTRICT Back-to-School Professional Learning REQUIRED MAP Training	SPECIALIST Back-to-School Professional Learning REQUIRED MAP Training
Campuses will provide an additional Teacher Work Day (August 5th - 9th)				
Monday, August 11	Tuesday, August 12	Wednesday, August 13	Each CAMPUS will complete T-TESS Training during August PD.	
CAMPUS/TEACHER PREP Elementary Meet the Teacher	TEACHER PREP	🍎 First Day of School 🍎	Compliance Videos - Safe Schools courses are part of Keller ISD's annual training and will be available districtwide in July.	
School Year PROFESSIONAL LEARNING and WORK DAYS (All PD will be in person; no remote participation is available)				
October 10	December 18 & 19 (ER)	January 5	February 13	February 16
Elementary Parent Teacher Conference MS/HS PD Schedule	Early Release 18th - HS Only: PM ½ 19th - All KISD: PM ½	Teacher Workday (no more than 90 minutes of campus PD)	District Professional Learning	Teacher Workday (no more than 90 minutes of campus PD)
March 13	April 6	May 20 & 21 (ER)	May 22	
Teacher Workday (no more than 90 minutes of campus PD)	Teacher Workday (no more than 90 minutes of campus PD)	Early Release 20th - HS Only: PM ½ 21st - All KISD: PM ½	Teacher Workday	



⚠ MANDATORY MAP TRAINING			
DEPARTMENT/GRADE LEVEL	SESSION	LOCATION	ROOM NUMBER
Math Kindergarten - 2nd Grade, 1st Grade & 2nd Grade Hybrid, K-2 Bilingual, Elementary Resources, STARS & CORE Teachers	K-2_Math - August 7th PD	📍 Location: Keller High School 📍 Address: 601 N. Pate-Orr Road, Keller, TX 76248 Contact: Chrissy Greeling	Cafeteria
Math 9th Grade - 12th Grade	High_School_Math - August 7th PD	📍 Location: Keller High School 📍 Address: 601 N. Pate-Orr Road, Keller, TX 76248 Contact: Reci Brooks	Algebra I - Room 2405 Geometry - Room 2406 Algebra 2 - Room 2407 Precalculus/ Statistics/Calculus - Room 2408
Science 9th Grade - 12th Grade	High_School_Science - August 7th PD	📍 Location: Hillwood Middle School 📍 Address: 8250 Parkwood Hill Blvd, Fort Worth, TX 76137 Contact: Rebecca DeBusk	Cafeteria
ELA 3rd Grade - 5th Grade 3rd - 5th Bilingual	3rd-5th_ELA - August 7th PD	📍 Location: Fossil Ridge High School 📍 Address: 4101 Thompson Rd., Fort Worth, TX 76137 Contact: Tiffany Neal	Room assignments will be shared at check-in.
ELA 9th Grade - 12th Grade Sheltered ELA HS Teachers	High_School_ELA - August 7th PD	📍 Location: Timber Creek High School 📍 Address: 12350 Timberland Blvd., Fort Worth, TX 76244 Contact: Shannon Crawford	Cafeteria
Social Studies 9th Grade - 12th Grade	High_School_Social_Studies - August 7th PD	📍 Location: Keller High School 📍 Address: 601 N. Pate-Orr Road, Keller, TX 76248 Contact: Erica Parnell	World Geography - Room 1301 World History - Room 1309 US History - Room 1302 Government, Economics, Psychology & Sociology - Room 1304
LOTE Middle & High School	LOTE - August 7th PD	📍 Location: Timber Creek High School 📍 Address: 12350 Timberland Blvd., Fort Worth, TX 76244 Contact: Brandy Crow	Lecture Hall Room N109
Fine Arts Intermediate, Middle & High School 8:30-4:00	Intermediate/Middle/High_Fine Arts- August 7th PD	📍 Location: Timber Creek High School 📍 Address: 12350 Timberland Blvd., Fort Worth, TX 76244 Contact: Stephen Hawthorne	Auditorium
Language Acquisition IST/ESL Specialists ESL Specialists ELAITS	IST/ESL/ELAITS_Language Acquisition - August 7th PD	📍 Location: Timber Creek High School 📍 Address: 12350 Timberland Blvd., Fort Worth, TX 76244 Mary Hernandez	Library Room N105



DP: Personnel Positions

Principal Qualifications

In addition to the minimal certification requirement, a principal shall have at least:

1. Working knowledge of curriculum and instruction;
2. The ability to evaluate instructional program and teaching effectiveness;
3. The ability to manage budgets and personnel and to coordinate campus functions;
4. The ability to explain policy, procedures, and data;
5. Strong communications, public relations, and interpersonal skills;
6. Prior experience in instructional leadership roles; and
7. Other qualifications deemed necessary by the Board and included in the job description.

Question

Regarding No. 7, are these listed somewhere or is this the catchall phrase?



EC: School Day

Question

Has the district entertained the idea of a four-day school week (similar to the City of Keller's four-day work week)?

Considerations

- Workforce Size
- Student Population
- Economically Disadvantaged Families
- Special Needs Students
- Student Learning



EFB: Instructional Resources – Library Materials

Feedback

At “Criteria for Selection,” “For nonfiction resources, incorporate accurate and authentic factual content from authoritative sources;” is listed twice.

Suggestion

Remove the second reference





Group Discussions

- Group 1: FA-FFAC
- Group 2: FFAF-FJ
- Group 3: FL-FNF
- Group 4: FNG-GRA



What Are We Looking For?

- Typos/Grammatical Errors
- Clarity
- Harmony with Law, Other Policies
- Inconsistencies
- Outdated Information
- Alignment with District Priorities
- BUT (as always)...

It's OK to Have No Changes

**Discuss
& Record**

Additional Reference: www.KellerISD.net/Policy

