GRAPEVINE COLLEYVILLE
INDEPENDENT SCHOOL DISTRICT

AMENDMENT TO GRAPEVINE-COLLEYVILLE ISD DISTRICT OF INNOVATION PLAN RENEWED BY THE BOARD OF TRUSTEES ON AUGUST 25, 2025

Original DOI Plan

House Bill 1842, passed during the 84th Legislative Session, provides the opportunity for Texas public schools to pursue the designation of District of Innovation (DOI). This allows school districts to obtain exemptions from certain provisions of the Texas Education Code that would allow more flexibility and local control for innovative programming. On February 27, 2017, the Local Innovation Committee presented the plan to the Board, where it was approved and adopted. Grapevine-Colleyville's original DOI plan was a five-year plan from the 2017-2018 to 2021-2022 school year. The DOI plan was amended and approved by the Board at the May 24, 2021, meeting, which allowed the District to have local control of group medical benefits. The Board renewed the DOI plan on April 25, 2022.

Proposed Amendment Related to Complaint/Grievance Policies

The District is presenting an amendment to the District of Innovation Plan to exempt the District from new sections of the Texas Education Code related to the complaint or grievance process.

A complaint or grievance may be filed by an employee, parent, or community member per the Board's local policies. The board policies are the local complaint/grievance policies and represent the administrative remedy that is required by law.

During the legislative session, the legislature approved new rules that changed timelines, filing requirements, and procedures around grievances. After considering the District's existing rules and process, which have worked well for many years, the District believes the new rules make the process less efficient and more cumbersome to investigate and resolve. They provide an extended period for bringing or filing a complaint with the district, up to 60 days from when the person knew or had reason to know of the facts giving rise to the grievance. If the person engaged in informal attempts to resolve the grievance, the later of 90 days to file a formal grievance from the date on which the district provided information to the person regarding how to file the grievance. This will make it more difficult to investigate claims and issues and acquire the information or evidence needed from witnesses, some of whom may be students.

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The new rules also allow complainants to supplement the record with additional documents or add additional claims, which encourages changing the issue that is being complained about, and which also convolutes the subject and extends the process. Under the District's existing policy, the complainant can supplement the record to address any evidence or information the District discovered or relied upon in rendering a decision at levels one and two of the grievance process. The Board's policies and the process have been in effect for many years and have been efficient in containing the issues to those first raised.

The new rules do not make clear whether a day is a business or calendar day. The new rules removed requirements on timely filing and proper filing procedures, which can lead to confusion and error by both parties. These things are stipulated in the existing board policies.

The new rules allow the complainant up to 20 days to appeal a decision, compared to the ten business days in the district's policies.

Pending approval of the district of innovation amendment, the administration will also recommend for the Board's consideration proposed updates to the existing policies that would give complainants 20 days instead of 15 from the date the complainant first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance. This extends their timeline by five business days. The other recommended change would provide the administration with 15 days instead of 10 days to investigate, prepare the record, and render a written decision. This is helpful for complex matters involving several witnesses or evidence to gather without overly extending the due date of the decision.

Other school districts are considering or have already amended their DOI plan for their formal complaint/grievance policy.

Benefit of the Exemption

Local practices and policies will allow the District to efficiently and effectively manage and respond to formal complaints or grievances from employees, parents, or community members.

Area of Innovation/Exemption:

Grapevine-Colleyville ISD has determined a need to add an exemption to the GCISD District of Innovation Plan to exempt the District from the requirements of Texas Education Code § 26A.001 and § 26A.002. (See also GCISD grievance policies DGBA(LOCAL), FNG(LOCAL), and GF(LOCAL).

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Sections 26A.001 and 26A.002 are summarized below, and the specific text follows:

Sec. 26A.001. Grievance Policy

Requirement: The board of trustees of every school district must adopt a policy for addressing grievances.

Sec. 26A.002. Timelines for Filing and Appeal

Mandatory Policy Components: The policy adopted under 26A.001 must include specific timelines:

- Grievance Filing: Parents or guardians must have a minimum of 60 days to file a grievance from the date they became aware of the issue. If they make informal efforts to resolve it first, they have 90 days from the original date or 30 days from being given the official grievance filing information, whichever is later.
- Appeal Filing: Parents or guardians must have at least 20 days to file an appeal after a decision on their grievance has been made.
- Hearings: For hearings not before the school board, the district must hold the hearing within 10 days of the grievance or appeal being filed.
- Written Decisions: A written decision, including any relief or redress to be provided, must be made within 20 days after the hearing.

Although phrased with references to parents and parents' rights, attorneys across the state have interpreted the intent to apply to all general grievance policies of Texas school districts.

Sec. 26A.001. GRIEVANCE POLICY. (a) The board of trustees of a school district shall adopt a grievance policy to address grievances received by the district.

(b) The policy must provide for the following levels of review, subject to Subsection (c):

(1) review by:

(A) the principal of the school district campus at which the grievance is filed or the principal's designee; or

(B) for a grievance that arises from subject matter unrelated to a campus, an administrator at the school district's central office;

(2) if established by the policy, an appeal to an administrator at the school district's central office;

(3) an appeal to the superintendent of the school district or the superintendent's designee; and

(4) an appeal to the board of trustees of the school district.

(c) A review or appeal on a grievance must be conducted by a person with the authority to address the grievance unless a preliminary hearing is necessary to develop a record or a recommendation for the board of trustees of the school district.

(d) The board of trustees of a school district may delegate the authority to hear and decide a grievance to a committee of at least three members composed only of members of the board of trustees. For purposes of an appeal to the commissioner under Section 7.057, a decision by the committee is a decision of the board of trustees. Subsection (e) applies to the committee in the same manner as that subsection applies to the board of trustees.

(e) The policy must:

(1) prohibit the board of trustees of the school district or a district employee from retaliating against a student or parent of or person standing in parental relation to a student who files a grievance in accordance with the policy;

(2) require a person involved in reviewing a grievance under the policy to recuse himself or herself from reviewing the grievance if the person is the subject of the grievance;

(3) provide for a higher level of review under Subsection (b) if the person who would otherwise review the

grievance is required to recuse himself or herself under Subdivision (2);

(4) provide for the creation and retention of a record of each hearing on the grievance, including:

(A) documents submitted by the person who filed the grievance or determined relevant by school district personnel; and

(B) a written record of the decision, including an explanation of the basis for the decision and an indication of each document that supports the decision;

(5) allow the person who filed the grievance to supplement the record with additional documents or add additional claims;

(6) allow for a member of the board of trustees of the school district to file a grievance with the district, but prohibit the member from voting on matters related to that grievance;

(7) allow for a remand to a lower level of review under Subsection (b) to develop a record at any time, including at the board of trustees level of review;

(8) require the school district to direct a grievance that is filed with the incorrect administrator to the appropriate administrator and consider the grievance filed on the date on which the grievance was initially filed;

(9) require the school district to issue a decision on the merits of the concern raised in the grievance, notwithstanding procedural errors or the type of relief requested;

(10) unless otherwise required by law, allow for a hearing or meeting at which the grievance will be discussed to be open or closed at the request of the person who filed the grievance; and

(11) for a grievance before the board of trustees of the school district, require that:

(A) the person who filed the grievance be provided at least five business days before the date on which the meeting to discuss the grievance will be held a description of any information the board of trustees intends to rely on that is not contained in the record; and

(B) the meeting at which the grievance is discussed be recorded by video or audio recording or by transcript created by a certified court reporter.

(f) If a grievance is appealed to the commissioner under Section 7.057, the commissioner may:

(1) investigate an alleged violation of state or federal law regarding the confidentiality of student information, including the Family Educational Rights and Privacy Act of 1974 (20 U.S.C. Section 1232g), relating to the grievance;

(2) collaborate with relevant federal agencies in an investigation described by Subdivision (1); and

(3) take any action necessary to compel the school district, the board of trustees of the district, or a district employee to comply with law described by Subdivision (1).

(g) Each school district shall annually submit to the agency a report on grievances filed in the district during the preceding year. The report must include for each grievance the resolution of the grievance and any corrective action taken.

(h) Not later than December 1 of each year, the agency shall post on the agency's Internet website a report on grievances filed in school districts during the preceding year. The report must aggregate the data statewide and state:

(1) the number of grievances filed;

(2) the number of grievances resolved and the resolution of those grievances; and

(3) any corrective actions taken.

(i) If the commissioner determines that a school district educator has retaliated against a student or parent of or person standing in parental relation to a student in violation of Subsection (e)(1), the commissioner may report the educator to the State Board for Educator Certification for investigation.

Added by Acts 2025, 89th Leg., R.S., Ch. 1125 (S.B. 12), Sec. 20, eff. September 1, 2025.

Sec. 26A.002. TIMELINES FOR FILING AND APPEAL. The policy adopted under Section 26A.001 must:

(1) provide at least:

(A) for a grievance filed by a parent of or person standing in parental relation to a student enrolled in the school district:

(i) 60 days to file a grievance from the date on which the parent or person knew or had reason to know of the facts giving rise to the grievance; or

(ii) if the parent or person engaged in informal attempts to resolve the grievance, the later of 90 days to file a grievance from the date described by Subparagraph (i) or 30 days to file a grievance from the date on which the district provided information to the parent or person regarding how to file the grievance; and

(B) 20 days to file an appeal after the date on which a decision on the grievance was made;

(2) for a hearing that is not before the board of trustees of the school district, require:

(A) the district to hold a hearing not later than the 10th day after the date on which the grievance or appeal was filed; and

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(B) a written decision to be made not later than the 20th day after the date on which the hearing was held that includes:

(i) any relief or redress to be provided; and

(ii) information regarding filing an appeal, including the timeline to appeal under this section and Section 7.057, if applicable; and

(3) for a hearing before the board of trustees of the school district, require the board of trustees to:

(A) hold a meeting to discuss the grievance not later than the 60th day after the date on which the previous decision on the grievance was made; and

(B) make a decision on the grievance not later than the 30th day after the date on which the meeting is held under Paragraph (A).

Added by Acts 2025, 89th Leg., R.S., Ch. 1125 (S.B. 12), Sec. 20, eff. September 1, 2025.

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AMENDMENT APPROVED BY THE DISTRICT EXCELLENCE COMMITTEE:
DATE: September 26, 2025

Dr. Shiela Shiver, Chief Academic Officer
District Excellence Committee Chair

Paula Barbaroux, Chief Operations Officer

GRAPEVINE
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GRAPEVINE-COLLEYVILLE ISD

BOARD OF TRUSTEES

Shannon Braun
BOARD PRESIDENT

DATE: OCTOBER 27, 2025

Kathy Florence Spradley
BOARD SECRETARY