

## **BILL ANALYSIS**

Senate Research Center  
81R21547 KKA-F

C.S.H.B. 2512  
By: Aycock (Davis, Wendy)  
Education  
5/11/2009  
Committee Report (Substituted)

### **AUTHOR'S / SPONSOR'S STATEMENT OF INTENT**

Currently, it is at the discretion of a hearing officer, usually an administrator, to determine whether an individual filing a grievance may record the grievance conference. Given the power held by an administrator in this regard, teachers may be reluctant even to ask whether they may audiotape a grievance hearing.

C.S.H.B. 2512 amends current law relating to audio recordings of certain grievance proceedings or meetings by school district employees.

### **RULEMAKING AUTHORITY**

This bill does not expressly grant any additional rulemaking authority to a state officer, institution, or agency.

### **SECTION BY SECTION ANALYSIS**

SECTION 1. Amends Section 11.171, Education Code, as follows:

Sec. 11.171. SCHOOL DISTRICT GRIEVANCE POLICY. (a) Creates this subsection from existing text. Requires that a school district grievance policy permit a school district employee to report a grievance against a supervisor that alleges the supervisor's violation of the law in the work place or the supervisor's unlawful harassment of the employee to a supervisor other than the supervisor against whom the employee intends to report the grievance.

(b) Requires that a school district grievance policy permit an employee who reports a grievance to make an audio recording of any meeting or proceeding at which the substance of a grievance that complies with the policy is investigated or discussed. Provides that the implementation of this subsection may not result in a delay of any timeline provided by the grievance policy and does not require the district to provide equipment for the employee to make the recording.

SECTION 2. Effective date: September 1, 2009.