

AGENDA ITEM 6.Q.

RE: Approve Modifications to Laredo College Board Policy DCB(LOCAL)-EMPLOYMENT PRACTICES: TENURE

STAFF RECOMMENDATION: The staff recommends that the revisions to DCB (LOCAL) policy be approved, effective August 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 holding faculty status positions. The revisions to DMB (local) policy stipulate that only tenured faculty members must undergo a post-tenure comprehensive evaluation process. Therefore, that section is being revised to only target tenured faculty employees.

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