

AGENDA ITEM 7.E.

RE: Approve Modifications to Laredo College Board Policy DMB(LOCAL)-TERMINATION OF EMPLOYMENT: TENURE

STAFF RECOMMENDATION: The staff recommends that the revisions to DMB(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. Since the policy's adoption, changes in state law and evolving institutional practices have necessitated revisions to clarify how tenure applies to employees who transition from faculty appointments to non-faculty positions. The proposed revisions to Board Policy DMB (Local) clarify that tenure is associated with an employee's faculty appointment and the rights and responsibilities accompanying that appointment. In addition, this clarification aligns institutional policy with the intent of Texas law, distinguishes faculty tenure from administrative employment, and provides consistency in administering post-tenure review requirements.

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