

**Hitchcock Independent School District**  
**BOARD OF TRUSTEES**

**Meeting Date:**       **March 23, 2026**

**Presented by:**       **Dr. Darryl J. Henson, Superintendent of Schools**

**Subject:**             **Board Policy DGA(LOCAL)**

**Consent Agenda**

**BACKGROUND INFORMATION:**

The proposed revisions to Hitchcock ISD Board Policy DGA (LOCAL), dated February 19, 2026, outline specific guidelines regarding employee rights and the use of district facilities. Under these provisions, employee participation in community, political, or organizational activities must be entirely voluntary and is prohibited from interfering with professional duties, exerting social pressure on the school community, or leveraging the employee’s official district position. While professional and support organizations may use district facilities with prior administrative approval, other employee groups must adhere to policy GKD.

Furthermore, the policy dictates that each campus shall provide an opportunity for employees to participate in a period of prayer and the reading of the Bible or other religious texts, as designated by the Superintendent. This period must not substitute for instructional time or occur over a public address system. Employees who choose to participate are required to submit a signed consent form that acknowledges the voluntary nature of the activity and includes an express waiver of the right to bring state or federal claims, including those related to the First Amendment or the Establishment Clause, against the district. To protect those who have not provided or have revoked consent, the policy mandates that no such religious activities take place in their physical presence or within their hearing.

**BOARD ACTION REQUIRED:**

I move that the Board approve policy DGA(LOCAL) as presented.

**POLICY AUTHORIZATION:**

DGA(LOCAL)

**CONTACT PERSON:**

Dr. Darryl J. Henson, Superintendent

**FUNDING SOURCE:**

N/A

**ENCLOSURES:**

DGA(LOCAL)