

# SENATE AMENDMENTS

2<sup>nd</sup> Printing

By: Aycock

H.B. No. 2512

A BILL TO BE ENTITLED

AN ACT

relating to authorization to make an audio recording of a meeting or proceeding arising from a grievance reported by a public school employee.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Section 11.171, Education Code, is amended to read as follows:

Sec. 11.171. SCHOOL DISTRICT GRIEVANCE POLICY. (a) A school district grievance policy must permit a school district employee to report a grievance against a supervisor that alleges the supervisor's violation of the law in the workplace 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) A school district grievance policy must permit that an audio recording may be made of any meeting or proceeding at which the substance of a grievance that complies with the policy is investigated or discussed. The recording may be made by a district employee present at the meeting or proceeding or by the person conducting the meeting or proceeding. If a recording is made, each district employee or other person present at the meeting or proceeding must be informed before the recording begins that the recording will occur.

SECTION 2. This Act takes effect September 1, 2009.

ADOPTED

MAY 15 2009

*Leroy Spauld*  
Secretary of the Senate

By: Aycock/Davis

H.B. No. 2512

Substitute the following for H.B. No. 2512:

By: M. Dally

C.S. H.B. No. 2512

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relating to audio recordings of certain grievance proceedings or meetings by school district employees.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Section 11.171, Education Code, is amended to read as follows:

Sec. 11.171. SCHOOL DISTRICT GRIEVANCE POLICY. (a) A school district grievance policy must permit a school district employee to report a grievance against a supervisor that alleges the supervisor's violation of the law in the workplace 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) A school district grievance policy must 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. 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. This Act takes effect September 1, 2009.

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 81ST LEGISLATIVE REGULAR SESSION**

**May 15, 2009**

**TO:** Honorable Joe Straus, Speaker of the House, House of Representatives

**FROM:** John S. O'Brien, Director, Legislative Budget Board

**IN RE: HB2512** by Aycock (Relating to audio recordings of certain grievance proceedings or meetings by school district employees.), **As Passed 2nd House**

<b>No fiscal implication to the State is anticipated.</b>
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**Local Government Impact**

No significant fiscal implication to units of local government is anticipated. Some school districts may need to update grievance policies to authorize audio recordings as provided under the bill.

**Source Agencies:** 701 Central Education Agency

**LBB Staff:** JOB, SD, JSp

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 81ST LEGISLATIVE REGULAR SESSION**

**May 9, 2009**

**TO:** Honorable Florence Shapiro, Chair, Senate Committee on Education

**FROM:** John S. O'Brien, Director, Legislative Budget Board

**IN RE: HB2512** by Aycock (relating to audio recordings of certain grievance proceedings or meetings by school district employees. ), **Committee Report 2nd House, Substituted**

<b>No fiscal implication to the State is anticipated.</b>
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**Local Government Impact**

No significant fiscal implication to units of local government is anticipated. Some school districts may need to update grievance policies to authorize audio recordings as provided under the bill.

**Source Agencies:** 701 Central Education Agency

**LBB Staff:** JOB, JSp

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 81ST LEGISLATIVE REGULAR SESSION**

**April 28, 2009**

**TO:** Honorable Florence Shapiro, Chair, Senate Committee on Education

**FROM:** John S. O'Brien, Director, Legislative Budget Board

**IN RE: HB2512** by Aycock (Relating to authorization to make an audio recording of a meeting or proceeding arising from a grievance reported by a public school employee.), **As Engrossed**

<b>No fiscal implication to the State is anticipated.</b>
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**Local Government Impact**

No significant fiscal implication to units of local government is anticipated. Some school districts may need to update grievance policies to authorize audio recordings as provided under the bill.

**Source Agencies:** 701 Central Education Agency

**LBB Staff:** JOB, JSp

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 81ST LEGISLATIVE REGULAR SESSION**

**March 19, 2009**

**TO:** Honorable Rob Eissler, Chair, House Committee on Public Education

**FROM:** John S. O'Brien, Director, Legislative Budget Board

**IN RE: HB2512** by Aycock (Relating to authorization to make an audio recording of a meeting or proceeding arising from a grievance reported by a public school employee.), **As Introduced**

<b>No fiscal implication to the State is anticipated.</b>
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**Local Government Impact**

No significant fiscal implication to units of local government is anticipated. Some school districts may need to update grievance policies to authorize audio recordings as provided under the bill.

**Source Agencies:** 701 Central Education Agency

**LBB Staff:** JOB, JSp