

**Uplift Education  
School Chaplains  
Policy Effective Date: February 27, 2024**

*I. Sec. 23.001, Texas Education Code*

- (a) A school district or open-enrollment charter school may employ or accept as a volunteer a chaplain to provide support, services, and programs for students as assigned by the board of trustees of the district or the governing body of the school. A chaplain employed or volunteering under this chapter is not required to be certified by the State Board for Educator Certification.
  - (b) A school district or open-enrollment charter school that employs or accepts as a volunteer a chaplain under this chapter shall ensure that the chaplain complies with the applicable requirements under Subchapter C, Chapter 22, before the chaplain begins employment or volunteering at the district or school.
  - (c) A school district or open-enrollment charter school may not employ or accept as a volunteer a chaplain who has been convicted of or placed on deferred adjudication community supervision for an offense for which a defendant is required to register as a sex offender under Chapter 62, Code of Criminal Procedure.
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*II. Uplift Education (“Uplift”) Implementation of School Chaplains Policy*

**“Chaplain,” Defined.** For purposes of this Policy, Uplift Education (“Uplift”) defines “Chaplain” as any religious leader.

**No Current Need for Chaplain Support.** Uplift is not in current need of Chaplain support and shall not employ or accept as a volunteer a chaplain to provide support, services, or programs for scholars. The Uplift Board of Trustees shall revisit this Policy should its needs change.

**Interest of Chaplains Outside Their Religious Roles.** Uplift welcomes persons who are interested in employment or volunteer opportunities with Uplift, and who are otherwise Chaplains, to connect with Uplift regarding such opportunities with the understanding that Uplift is a network of free, public charter schools and does not engage, nor permits the engaging by any staff member or volunteer, in any unlawful religious activity, and any such offer of employment or volunteer service would be outside their role as a Chaplain.

**Exceptions.** Uplift may utilize Chaplains on a volunteer basis for purposes of invocations, prayer, and educational services, so long as such services are provided in a legally permissible manner.

**Administrative Regulations.** The CEO or designee is authorized to issue administrative regulations necessary to implement this policy, such as, but not limited to, identifying additional volunteer activities for Chaplains that are legally permissible.