

Level 2 Grievance

Presented to Asst. Superintendent Kara Bock

My name is Madeline Lenard, and I am a New Braunfels High School Senior (Class of 2022). I transferred to New Braunfels in the Summer of 2021. I began the Level One Grievance Protocol on 08 March 2022. Principal Smith was diligent in his research and efforts to adjudicate what he could at his level of influence. I am glad that my grievance has led to better communication for students entering New Braunfels Highschool whether from transfer or graduation from the 8th grade. Students and Parents will now be advised that Spring 2020 semester grades are deleted and do not count towards class ranking, honors, or weighted and unweighted Official GPAs on the transcript. I have also polled my high school teachers and about half even knew this resolution existed much less the impacts.

My Official Transcript is not representative of the work that I have accomplished. My **Unweighted College GPA** has dropped from a 3.638 to a 3.575 due to this policy. Seven A's were erased from my Official Transcript due to a NBISD Resolution which was signed on April 20th, 2020 in order to preserve the weighted GPAs and class rankings of the 2020 senior class. This is a resolution that negatively impacts my classmates; past, present, and future. The 2020 Board members who were supposed to be protecting the rights of students miscalculated the impact of this 2020 Resolution, which at best, only helps the top 10% of graduating classes. What about the classes of 2021, 2022, 2023, 2024, and even 2025? That is 5 years of senior classes with grades not being counted. The longevity of this policy does not meet the intent of being "temporary".

I am submitting a Level Two Grievance because this policy has dropped my **Unweighted College GPA** from a 3.638 to a 3.575. I say again, 3.638 to 3.575. This is significant. Universities did not ask once for my **Weighted GPA** in their decision for acceptance. The only purpose for the Weighted GPA is to establish class rankings so the Top 10% can be accepted to state schools and every ISD does this differently as well. The universities and academic scholarships require the **Unweighted College GPA** for the allocation process.

Level Two Grievance with regards to the 28 March 2022, Official Level One Response, and the 20 April 2020 NBISD Resolution:

- 1) Finding of Fact, Bullet-2 indicates, “The intent of the resolution was, in part, to insulate students from negative consequences resulting from the pandemic and school closure.” This resolution created Negative Consequences. I point to my GPA as the exhibit to prove my point. 3.638 dropping to 3.575. Seven A’s were erased.
- 2) The 20 April 2020 Resolution clearly states that it applies to currently enrolled NBISD students of 2019-2020. This Resolution does NOT apply to Transfer Students, even if you try to will it into the document. Mrs. Littlejohn, NBHS Academic Dean, spoke on behalf of NBISD saying, “That is not what we meant to say,” with regards to the resolution not mentioning that it applies to transfer students who attended school for grades.
- 3) Finding of Fact, Bullet-3, “The Resolution language at issue applies to all students enrolled in high school courses in the Spring of 2020 and is not limited to high school courses completed in NBISD.” This statement is **NOT** fact. Nowhere in the April 20, 2020 Resolution does it mention future or transferring students who were not currently enrolled in NBISD. The resolution clearly states, “all students of the **district** were impacted.” This was an NBISD Resolution, signed by the 2020 NBISD, applying to NBISD students at the time of signature.
- 4) This 20 April 2020 Resolution also states, “the Board finds that a need exists to **temporarily** adjust local policy provisions addressing class rank under these circumstances to ensure fair and consistent designation of honors.” This resolution applies to Spring of 2020 7th and 8th graders who were taking high school courses as well. A half a decade is not “temporary.”
- 5) The 20 April 2020 Resolution clearly states in Bullet-4, “GPA calculations for students currently enrolled in High School Courses in the 2019-2020 school year will not include the Spring of 2020 semester.” This contradicts Bullet-3 which states, “For all classes that began during the Spring Semester of the 2019-2020 schoolyear, all students’ grades will be based on student performance throughout the semester.”
- 6) The Resolution negatively impacts the Weighted GPA and Unweighted College GPAs of students who have been and are currently enrolled at New Braunfels High School. It also

creates an unfair advantage for Students in the Top 10% keeping students from possibly earning their way into the top 10%.

- 7) The Resolution negatively impacts students.
- 8) The Classes of 2021 thru 2025, 7TH Grade, 8TH GRADE, AND TRANSFER STUDENTS INCLUDED, have been told by NBISD and School Leadership that their efforts during an unprecedented time in history DO NOT COUNT.
- 9) The Resolution has resulted in both the Weighted and Unweighted College GPAs being incorrect (NBISD Deleted the Spring of 2020 grades) and it will follow a student for his or her life.
- 10) The Official Transcript does NOT provide an explanation for a miscalculated GPA. Universities and scholarship organizations do not account for NBISD Policy while making decisions during the competitive process of admission or selection for academic scholarships.

Recommended Solution:

1. Repeal the Resolution of the Board of Trustees of NBISD regarding grading, GPAs, and class rank, signed 20 April 2020. This policy has outlived the “temporary” intent.
2. **Restore our grades!** Anything less is unacceptable, derelict, and irresponsible of the New Braunfels Independent School District.
3. Correct the Official Transcripts of past and present students from the classes of 2021 to 2025. Ensure the software company who calculates the GPAs for NBISD is updated and ALL GRADES ARE CALCULATED into the Official Transcript.
4. Recalculate the Unweighted GPA by adding the spring of 2020 grades to the Official Transcript even if the 20 April 2020 NBISD Resolution remains in effect. The Resolution was set in motion to protect Weighted GPAs for class rankings and the Top 10% of the Class of 2020. It was NOT signed with the intent to penalize five years of graduating classes.
5. I beg for flexible leadership able to pivot during times of uncertainty. I am begging for decisionmakers who will stand up for my rights, my peers rights, and the teachers who must implement short-sided and poorly written laws such as the 20 April 2020 NBISD Resolution.

6. This mistake is obvious and longstanding. The clear miscalculation of deleting Spring of 2020 grades of 5 graduating classes did not support the intent of the resolution and **MUST BE CORRECTED** for students past and present.

In conclusion, my name is Madeline Lenard of the Class of 2022. I am disappointed that my GPA has dropped due to an outdated NBISD policy and not my effort level. I am optimistic and confident that the current leadership has the resolve and flexibility to correct the obvious mistake and will review the 20 April 2020 NBISD Resolution, coming to the same conclusion I have; this resolution needs to be repealed and the earned grades should be counted for all students from the classes of 2021 thru 2025. Parents and Students for the classes of 2021-2025, You verify your Unweighted GPA, trust me it is not correct. To NBISD and NBHS, **Restore Our Grades!**