

59 information outside of the required technology.

60 ~~Ĥ→ [(5) ←Ĥ If an LEA requires an employee to utilize required technology that the employee~~
 61 ~~reasonably finds to contain objectionable terms and conditions, the LEA shall provide~~
 62 ~~reasonable accommodations to the impacted employee to avoid mandatory usage on the~~
 63 ~~employee's personal device.~~

64 ~~——(6) (5) ←Ĥ An LEA shall provide a reasonable accommodation~~ ~~Ĥ→ [under Subsection (5)]~~
 64a ~~←Ĥ that~~
 65 allows required usage without accessing an employee's personal device including providing the
 66 required technology:

67 (a) via an LEA-owned and provided electronic device such as a computer, phone, or
 68 tablet;

69 (b) through a secure virtual or remote desktop environment not requiring installation or
 70 access credentials on a personal device; or

71 (c) through similar means that do not obligate personal device usage.

72 ~~Ĥ→ [(7) (6) ←Ĥ An LEA may not take adverse action against an employee for exercising~~
 72a ~~rights~~
 73 under this section and requesting reasonable accommodations.

74 ~~Ĥ→ [(8) (7) ←Ĥ An employee may file a written complaint with the state board alleging~~
 74a ~~violations~~
 75 of this chapter.

76 ~~Ĥ→ [(9) (8) ←Ĥ The state board shall investigate any complaint alleging violations under~~
 76a ~~this~~
 77 section and take licensure or corrective action if determined necessary.

78 Section 2. **Effective date.**

79 This bill takes effect on July 1, 2024.