

# **EULA ISD**

## **Employee Handbook**

### **Revised 2024-2025**



If you have difficulty accessing the information in this document because of a disability, please email [kelleyt@eulaisd.net](mailto:kelleyt@eulaisd.net) or [fostelj@eulaisd.net](mailto:fostelj@eulaisd.net).

# Table of Contents

<b>Employee Handbook Receipt 2024-25</b> .....	<b>6</b>
<b>Introduction</b> .....	<b>7</b>
<b>District Information</b> .....	<b>8</b>
Mission Statement, Goals, and Objectives.....	8
Board of Trustees .....	8
Board Meeting Schedule .....	9
Administration .....	9
School Calendar .....	10
Helpful Contacts .....	10
<b>Employment</b> .....	<b>11</b>
Equal Employment Opportunity.....	11
Job Vacancy Announcements.....	11
Employment after Retirement .....	12
Contract and Noncontract Employment .....	12
Certification and Licenses.....	13
Recertification of Employment Authorization .....	13
Searches and Alcohol and Drug Testing .....	13
Health Safety Training .....	14
Reassignments and Transfers.....	15
Workload and Work Schedules .....	15
Breaks for Expression of Breast Milk.....	16
Pregnant Workers Fairness Act .....	16
Notification to Parents Regarding Qualifications.....	16
Outside Employment and Tutoring .....	17
Performance Evaluation .....	17
Employee Involvement.....	17
Staff Development.....	18
<b>Compensation and Benefits</b> .....	<b>18</b>
Salaries, Wages, and Stipends .....	18
Paychecks.....	19
Automatic Payroll Deposit.....	19
Payroll Deductions.....	19
Overtime Compensation .....	20
Travel Expense Reimbursement.....	21
Health, Dental, and Life Insurance .....	21
Supplemental Insurance Benefits.....	21

Cafeteria Plan Benefits (Section 125) .....	21
Workers' Compensation Insurance .....	22
Unemployment Compensation Insurance .....	22
Teacher Retirement.....	22
<b>Leaves and Absences .....</b>	<b>23</b>
Personal Leave.....	24
State Sick Leave .....	25
Local Leave.....	25
Extended Leave.....	26
Vacation.....	26
Sick Leave Bank (or Pool).....	26
Family and Medical Leave Act (FMLA)—General Provisions.....	27
Local Procedures for Implementing Family and Medical Leave Provisions .....	30
Temporary Disability Leave .....	31
Workers' Compensation Benefits.....	32
Assault Leave .....	32
Bereavement Leave .....	32
Jury Duty.....	33
Compliance with a Subpoena .....	33
Truancy Court Appearances .....	33
Religious Observance .....	33
Military Leave .....	34
Mental Health Leave for Peace Officers.....	34
Quarantine Leave for Peace Officers.....	36
Leave for Police Officers for Illness or Injury.....	37
<b>Employee Relations and Communications .....</b>	<b>37</b>
Employee Recognition and Appreciation .....	37
District Communications .....	37
<b>Employee Conduct and Welfare .....</b>	<b>40</b>
Standards of Conduct .....	40
Discrimination, Harassment, and Retaliation.....	44
Harassment of Students .....	44
Reporting Suspected Child Abuse .....	45
Sexual Abuse and Maltreatment of Children .....	46
Reporting Crime.....	46
Scope and Sequence.....	47
Technology Resources.....	47
Personal Use of Electronic Communications.....	47
Electronic Communications between Employees, Students, and Parents .....	49
Public Information on Private Devices .....	52
Criminal History Background Checks.....	52
Employee Arrests and Convictions.....	52

Alcohol and Drug-Abuse Prevention .....	54
Tobacco Products and E-Cigarette Use .....	54
Fraud and Financial Impropriety .....	55
Conflict of Interest .....	55
Gifts and Favors .....	56
Copyrighted Materials .....	56
Associations and Political Activities.....	56
Charitable Contributions .....	57
Safety and Security .....	57
Possession of Firearms and Weapons .....	58
Visitors in the Workplace .....	58
Asbestos Management Plan .....	58
Pest Control Treatment .....	58
Other Topics .....	59
<b>General Procedures .....</b>	<b>60</b>
Emergency School Closing .....	60
Emergencies .....	60
Purchasing Procedures .....	60
Name and Address Changes .....	60
Personnel Records .....	61
Facility Use .....	61
<b>Termination of Employment .....</b>	<b>62</b>
Resignations.....	62
Dismissal or Nonrenewal of Contract Employees .....	62
Dismissal of Noncontract Employees .....	63
Discharge of Convicted Employees .....	63
Exit Interviews and Procedures .....	64
Reports to Texas Education Agency .....	64
Reports Concerning Court-Ordered Withholding .....	65
<b>Student Issues .....</b>	<b>66</b>
Equal Educational Opportunities.....	66
Student Records .....	66
Parent and Student Complaints .....	66
Administering Medication to Students .....	67
Dietary Supplements .....	67
Psychotropic Drugs .....	67
Student Conduct and Discipline .....	68
Student Attendance.....	68
Bullying .....	68
Hazing .....	68
<b>Index .....</b>	<b>81</b>



# Employee Handbook Receipt 2024-25

Name \_\_\_\_\_

Campus/Department \_\_\_\_\_

I hereby acknowledge receipt of a copy of the Eula ISD Employee Handbook. I agree to read the handbook and abide by the standards, policies, and procedures defined or referenced in this document.

Employees have the option of receiving the handbook in electronic format or in a hard copy.

**All Handbooks can be found at [www.eulaisd.us](http://www.eulaisd.us) under the MORE Tab then District Wide Resources Teacher tab.**

Please indicate your choice by checking the appropriate box below:

- I choose to receive the employee handbook in electronic format and accept responsibility for accessing it according to the instructions provided.
- I choose to receive a hard copy of the employee handbook and understand I am required to contact \_\_\_\_\_ to obtain a hard copy.

The information in this handbook is subject to change. I understand that changes in district policies may supersede, modify, or render obsolete the information summarized in this document. As the district provides updated policy information, I accept responsibility for reading and abiding by the changes.

I understand that no modifications to contractual relationships or alterations of at-will employment relationships are intended by this handbook.

I understand that I have an obligation to inform my supervisor or department head of any changes in personal information such as phone number, address, etc. I also accept responsibility for contacting my supervisor or the district administration office if I have questions or concerns or need further explanation.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Please sign and date this receipt and forward it to your campus principal.

# Introduction

The purpose of this handbook is to provide information that will help with questions and pave the way for a successful year. Not all district policies and procedures are included. Those that are, have been summarized. Suggestions for additions and improvements to this handbook are welcome and may be sent to [kelleyt@eulaisd.net](mailto:kelleyt@eulaisd.net) or [fostelj@eulaisd.net](mailto:fostelj@eulaisd.net).

This handbook is neither a contract nor a substitute for the official district policy manual. Nor is it intended to alter the at-will status of noncontract employees in any way. Rather, it is a guide to and a brief explanation of district policies and procedures related to employment. These policies and procedures can change at any time; these changes shall supersede any handbook provisions that are not compatible with the change. For more information, employees may refer to the policy codes that are associated with handbook topics, confer with their supervisor, or call the appropriate district office. District policies can be accessed Online at [www.eulaisd.us/o/eula-isd/page/administration-home](http://www.eulaisd.us/o/eula-isd/page/administration-home).

# District Information

## Mission Statement, Goals, and Objectives

### *Policy AE*

Eula Independent School District is committed to providing the best education for all students, treating each as a unique individual with special needs. Every learner will have the opportunity to be successful in a learning environment that is challenging and prepares them for a future as a responsible and productive citizen.

## Board of Trustees

### *Policies BA, BB series, BD series, and BE series*

Texas law grants the board of trustees the power to govern and oversee the management of the district's schools. The board is the policy-making body within the district and has overall responsibility for the curriculum, school taxes, annual budget, employment of the superintendent and other professional staff, and facilities. The board has complete and final control over school matters within limits established by state and federal laws and regulations.

The board of trustees is elected by the citizens of the district to represent the community's commitment to a strong educational program for the district's children. Board members are elected at large and serve 4-year terms. Board members serve without compensation, must be qualified voters, and must reside in the district.

Current board members include:

- Cutter Flatt, Board President
- Bill Dean, Board Vice President
- Nancy Galle, Board Secretary
- Kim Farmer, Board Member
- Corey Jenkins, Board Member
- Tandi Riley, Board Member
- Hoss Sasin, Board Member

The board usually meets on the 2<sup>nd</sup> Monday of each month at the Eula ISD Administration Building at 7:00 pm. In the event that a large attendance is anticipated, the board may meet at an alternate location. Special meetings may be called when necessary. A written notice of

regular and special meetings will be posted on the district website and at the administration building at least 72 hours before the scheduled meeting time. The written notice will show the date, time, place, and subjects of each meeting. In emergencies, a meeting may be held with a one-hour notice.

All meetings are open to the public. In certain circumstances, Texas law permits the board to go into a closed session from which the public and others are excluded. Closed session may occur for such things as discussing prospective gifts or donations, real-property acquisition, certain personnel matters including employee complaints, security matters, student discipline, or consulting with attorneys regarding pending litigation.

## **Board Meeting Schedule**

***Board Meetings are held typically the second Monday of each month, unless otherwise posted.***

## **Administration**

Tim Kelley, Superintendent

Josh Fostel, Assistant Superintendent of Finance

Susan Faircloth, Business Manager

Debar Frazier, Administrative Assistant

Wayland Damron, High School Principal

Cody Bob Williams, Middle School Principal

Mika Damron, Elementary School Principal

Danette Price, Instructional Coordinator

David Turner, Technology Coordinator

Ashley Carpenter, Secondary Counselor

Katey Fostel, Elementary Counselor

## **School Calendar**

[www.eulaisd.us](http://www.eulaisd.us)

## **Helpful Contacts**

From time to time, employees have questions or concerns. If those questions or concerns cannot be answered by supervisors or at the campus or department level, the employee is encouraged to contact the administration office.

# Employment

## Equal Employment Opportunity

*Policies DAA, DIA*

In its efforts to promote nondiscrimination and as required by law, Eula ISD does not discriminate against any employee or applicant for employment because of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age, disability, military status, genetic information, or on any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.

In accordance with Title IX, the district does not discriminate on the basis of sex and is prohibited from discriminating on the basis of sex in its educational programs or activities. The prohibition against discrimination extends to employment. Inquiries about the application of Title IX may be referred to the district's Title IX coordinator, to the Assistant Secretary for Civil Rights of the Department of Education, or both.

The district designates and authorizes the following employee as the Title IX coordinator for employees to address concerns or inquiries regarding discrimination based on sex, including sexual harassment: Danette Price, Curriculum Coordinator, 6040 FM 603 Clyde, TX 79510, (325) 225-0108. Reports can be made at any time and by any person, including during non-business hours, by mail, email, or phone. During district business hours, reports may also be made in person.

The district designates and authorizes the following employee as the ADA/Section 504 coordinator for employees for concerns regarding discrimination on the basis of a disability: Katey Fostel, Elementary Counselor/Testing Coordinator, 6040 FM 603 Clyde, TX 79510, [fostelka@eulaisd.net](mailto:fostelka@eulaisd.net), (325) 225-0380.

Questions or concerns relating to discrimination for any other reason should be directed to the Superintendent.

## Job Vacancy Announcements

*Policy DC*

Announcements of job vacancies by position and location are posted on a regular basis to the district's website.

## **Employment after Retirement**

### *Policy DC*

Individuals receiving retirement benefits from the Teacher Retirement System (TRS) may be employed under certain circumstances on a full- or part-time basis without affecting their benefits, according to TRS rules and state law. Detailed information about employment after retirement is available in the TRS publication *Employment after Retirement*. Employees can contact TRS for additional information by calling 800-223-8778 or 512-542-6400. Information is also available on the TRS Website ([www.trs.texas.gov](http://www.trs.texas.gov)).

## **Contract and Noncontract Employment**

### *Policy DC series*

State law requires the district to employ all full-time professional employees in positions requiring a certificate from the State Board for Educator Certification (SBEC) and nurses under probationary, term, or continuing contracts. Employees in all other positions are employed at-will or by a contract that is not subject to the procedures for nonrenewal or termination under Chapter 21 of the Texas Education Code. The paragraphs that follow provide a general description of the employment arrangements used by the district.

**Probationary Contracts.** Nurses and full-time professional employees new to the district and employed in positions requiring SBEC certification must receive a probationary contract during their first year of employment. Former employees who are hired after a two-year lapse in district employment or employees who move to a position requiring a new class of certification may also be employed by probationary contract. Probationary contracts are one-year contracts. The probationary period for those who have been employed as a teacher in public education for at least five of the eight years preceding employment with the district may not exceed one school year.

For those with less experience, the probationary period will be three school years (i.e., three one-year contracts) with an optional fourth school year if the board determines it is doubtful whether a term or continuing contract should be given.

**Term Contracts.** Full-time professionals employed in positions requiring certification and nurses will be employed by term contracts after they have successfully completed the probationary period. The terms and conditions of employment are detailed in the contract and employment policies. All employees will receive a copy of their contract. Employment policies can be accessed Online or copies will be provided upon request.

**Noncertified Professional and Administrative Employees.** Employees in professional and administrative positions that do not require SBEC certification (such as noninstructional administrators) are not employed by contract. Employment is not for any specified term and may be terminated at any time by either the employee or the district.

**Paraprofessional and Auxiliary Employees.** All paraprofessional and auxiliary employees, regardless of certification, are employed at will and not by contract. Employment is not for any specified term and may be terminated at any time by either the employee or the district.

## **Certification and Licenses**

*Policies DBA, DF*

Professional employees whose positions require SBEC certification or a professional license are responsible for taking actions to ensure their credentials do not lapse. Employees must submit documentation that they have passed the required certification exam and/or obtained or renewed their credentials to their campus administrator the administration office attention Debra Frazier in a timely manner. Employees licensed by the Texas Department of Licensing and Regulations (TDLR) must notify Tim Kelley, Superintendent when there is action against, or revocation of, their license.

A certified employee's contract may be voided without Chapter 21 due process and employment terminated if the individual does not hold a valid certificate or fails to fulfill the requirements necessary to renew or extend a temporary certificate, emergency certificate, probationary certificate, or permit. A contract may also be voided if SBEC suspends or revokes certification because of an individual's failure to comply with criminal history background checks. Contact Tim Kelley if you have any questions regarding certification or licensure requirements.

## **Recertification of Employment Authorization**

*Policy DC*

At the time of hire all employees must complete the Employment Eligibility Verification Form (Form I-9) and present documents to verify identity and employment authorization.

Employees whose immigration status, employment authorization, or employment authorization documents have expired must present new documents that show current employment authorization. Employees should file the necessary application or petition sufficiently in advance to ensure that they maintain continuous employment authorization or valid employment authorization documents. Contact Josh Fostel, Assistant Superintendent of Finance, you have any questions regarding reverification of employment authorization. Failure to verify employment authorization may result in termination.

## **Searches and Alcohol and Drug Testing**

*Policy CQ, DHE*

Non-investigatory searches in the workplace including accessing an employee's desk, file cabinets, or work area to obtain information needed for usual business purposes may occur

when an employee is unavailable. Therefore, employees are hereby notified that they have no legitimate expectation of privacy in those places. In addition, the district reserves the right to conduct searches when there is reasonable cause to believe a search will uncover evidence of work-related misconduct. Such an investigatory search may include drug and alcohol testing if the suspected violation relates to drug or alcohol use. The district may search the employee, the employee's personal items, and work areas including district-owned technology resources, lockers, and private vehicles parked on district premises or work sites or used in district business. Disciplinary action, up to and including termination, may result if an employee refuses to submit to testing or is found to violate district policy.

**Employees Required to Have a Commercial Driver's License.** Any employee whose duties require a commercial driver's license (CDL) is subject to alcohol and drug testing. This includes all drivers who operate a motor vehicle designed to transport 16 or more people counting the driver, drivers of large vehicles, or drivers of vehicles used in the transportation of hazardous materials. Teachers, coaches, or other employees who primarily perform duties other than driving are subject to testing requirements if their duties include driving a commercial motor vehicle.

Drug testing will be conducted before an individual assumes driving responsibilities. Alcohol and drug tests will be conducted when reasonable suspicion exists, at random, when an employee returns to duty after engaging in prohibited conduct, and as a follow-up measure. Testing may be conducted following accidents. Return-to-duty and follow-up testing will be conducted if an employee who has violated the prohibited alcohol conduct standards or tested positive for alcohol or drugs is allowed to return to duty.

All employees required to have a CDL or who otherwise are subject to alcohol and drug testing will receive a copy of the district's policy, the testing requirements, and detailed information on alcohol and drug abuse and the availability of assistance programs.

Employees with questions or concerns relating to alcohol and drug testing policies and related educational material should contact Kathy Bross in the transportation/maintenance office.

## **Health Safety Training**

### *Policies DBA, DMA*

Certain employees who are involved in physical activities for students must maintain and submit to the district proof of current certification or training in first aid, cardiopulmonary resuscitation (CPR), the use of an automated external defibrillator (AED), concussion, and extracurricular athletic activity safety. Certification or documentation of training must be issued by the American Red Cross, the American Heart Association, or another organization that provides equivalent training and certification. Employees subject to this requirement must submit their certification or documentation to administration by the start of the school year. .

School nurses and employees with regular contact with students must complete a Texas Education Agency approved, Online training regarding seizure disorder aware-ness, recognition, and related first aid.

## **Reassignments and Transfers**

*Policy DK*

All personnel are subject to assignment and reassignment by the superintendent or designee when the superintendent or designee determines that the assignment or reassignment is in the best interest of the district. Reassignment is a transfer to another position, department, or facility that does not necessitate a change in the employment contract. Campus reassignments must be approved by the principal at the receiving campus except when reassignments are due to enrollment shifts or program changes. Extracurricular or supplemental duty assignments may be reassigned at any time unless an extracurricular or supplemental duty assignment is part of a dual-assignment contract. Employees who object to a reassignment may follow the district process for employee complaints as outlined in this handbook and district policy DGBA(Local).

An employee with the required qualifications for a position may request a transfer to another campus or department. A written request for transfer must be completed and signed by the employee and the employee's supervisor. A teacher requesting a transfer to another campus before the school year begins must submit his or her request by March 1st. Requests for transfer during the school year will be considered only when the change will not adversely affect students and after a replacement has been found. All transfer requests will be coordinated by the administration office and must be approved by the receiving supervisor.

## **Workload and Work Schedules**

*Policies DEAB, DK, DL*

**Professional Employees.** Professional employees and academic administrators are exempt from overtime pay and are employed on a 10-, 11-, or 12-month basis, according to the work schedules set by the district. A school calendar is adopted each year designating the work schedule for teachers and all school holidays. Notice of work schedules including start and end dates and scheduled holidays will be distributed each school year.

Classroom teachers will have planning periods for instructional preparation including conferences. The schedule of planning periods is set at the campus level but must provide at least 450 minutes within each two-week period in blocks not less than 45 minutes within the instructional day. Teachers and librarians are entitled to a duty-free lunch period of at least 30 minutes. The district may require teachers to supervise students during lunch one day a week when no other personnel are available.

**Paraprofessional and Auxiliary Employees.** Support employees are employed at will and receive notification of the required duty days, holidays, and hours of work for their position on

an annual basis. Paraprofessional and auxiliary employees must be compensated for overtime and are not authorized to work in excess of their assigned schedule without prior approval from their supervisor. See Overtime Compensation on pages 18 & 19 for additional information.

## **Breaks for Expression of Breast Milk**

*Policies DEAB, DG*

Eula ISD is designated as a Texas Mother-Friendly Worksite. The district supports the practice of expressing breast milk and makes reasonable accommodations for the needs of employees who express breast milk.

The district supports the practice of expressing breast milk and makes reasonable accommodations for the needs of employees who express breast milk. A place, other than a multiple user bathroom, that is shielded from view and free from intrusion from other employees and the public where the employee can express breast milk will be provided.

A reasonable amount of break time will be provided when the employee has a need to express milk. For nonexempt employees, these breaks are unpaid and are not counted as hours worked. Employees should meet with their supervisor to discuss their needs and arrange break times.

The Providing Urgent Maternal Protections of Nursing Mothers Act (PUMP Act) requires an employee to notify the district if they believe the district is out of compliance in providing breaks for a nursing mother. The employee must give the district 10 days to come into compliance before making any claim of liability against the district. An employee with concerns should contact Tim Kelley, District Superintendent, (325) 529-3186.

## **Pregnant Workers Fairness Act**

The Pregnant Workers Fairness Act (PWFA) provides consideration of accommodations to employees who have known limitations related to pregnancy, childbirth, or related medical conditions. An employee seeking a PWFA accommodation should contact Susan, Business Manager, (325) 225-0108 to begin the interactive process.

## **Notification to Parents Regarding Qualifications**

*Policies DK, DBA*

In schools receiving Title I funds, the district is required by the Every Student Succeeds Act (ESSA) to notify parents at the beginning of each school year that they may request information regarding the professional qualifications of their child's teacher. ESSA also requires that parents be notified if their child has been assigned or taught for four or more consecutive weeks by a teacher who does not meet applicable state certification or licensure requirements.

Texas law requires that parents be notified if their child is assigned for more than 30 consecutive instructional days to a teacher who does not hold an appropriate teaching certificate. This notice is not required if parental notice under ESSA is sent. Inappropriately certified or uncertified teachers include individuals on an emergency permit (including individuals waiting to take a certification exam) and individuals who do not hold any certificate or permit. Information relating to teacher certification will be made available to the public upon request. Employees who have questions about their certification status can call the school office.

## **Outside Employment and Tutoring**

### *Policy DBD*

Employees are required to disclose in writing to their immediate supervisor any outside employment that may create a potential conflict of interest with their assigned duties and responsibilities or the best interest of the district. Supervisors will consider outside employment on a case-by-case basis and determine whether it should be prohibited because of a conflict of interest.

## **Performance Evaluation**

### *Policy DN series*

Evaluation of an employee's job performance is a continuous process that focuses on improvement. Performance evaluation is based on an employee's assigned job duties and other job-related criteria. All employees will participate in the evaluation process with their assigned supervisor at least annually. Written evaluations will be completed on forms approved by the district. Reports, correspondence, and memoranda also can be used to document performance information. All employees will receive a copy of their written evaluation, participate in a performance conference with their supervisor, and have the opportunity to respond to the evaluation.

Upon receiving a report, a nursing review committee may review a nurse's nursing services, qualifications, and quality of patient care, as well as the merits of a complaint concerning a nurse, and a determination or recommendation regarding a complaint. A nurse may request, orally or in writing, a determination by the committee regarding conduct requested of the nurse believed to violate the nurse's duty to a patient.

## **Employee Involvement**

### *Policies BQA, BQB*

At both the campus and district levels, Eula ISD offers opportunities for input in matters that affect employees and influence the instructional effectiveness of the district. As part of the district's planning and decision-making process, employees are elected to serve on district- or

campus-level advisory committees. Plans and detailed information about the shared decision-making process are available in each campus office or from the administrative office.

## **Staff Development**

### *Policy DMA*

Staff development activities are organized to meet the needs of employees and the district. Staff development for instructional personnel is predominantly campus-based, related to achieving campus performance objectives, addressed in the campus improvement plan, and approved by a campus-level advisory committee. Staff development for noninstructional personnel is designed to meet specific licensing requirements (e.g., bus drivers) and continued employee skill development.

Individuals holding renewable SBEC certificates are responsible for obtaining the required training hours and maintaining appropriate documentation.

## **Compensation and Benefits**

### **Salaries, Wages, and Stipends**

#### *Policies DEA, DEAA, DEAB*

Employees are paid in accordance with administrative guidelines and an established pay structure. The district's pay plans are reviewed by the administration each year and adjusted as needed. All district positions are classified as exempt or nonexempt according to federal law. Professional employees and academic administrators are generally classified as exempt and are paid monthly salaries. They are not entitled to overtime compensation. Other employees are generally classified as nonexempt and are paid an hourly wage or salary and receive compensatory time or overtime pay for each hour worked beyond 40 in a workweek. (See *Overtime Compensation*, pages 18-19.)

All employees will receive written notice of their pay and work schedules before the start of each school year. Classroom teachers, full-time librarians, full-time nurses, and full-time counselors will be paid no less than the minimum state salary schedule. Contract employees who perform extracurricular or supplemental duties may be paid a stipend in addition to their salary according to the district's extra-duty pay schedule.

Employees should contact Josh Fostel or Susan Faircloth for more information about the district's pay schedules or their own pay.

## Paychecks

All professional and salaried employees are paid monthly. Hourly employees are paid semi-monthly. Paychecks will not be released to any person other than the district employee named on the check without the employee's written authorization.

The schedule of pay dates for the 2024-2025 school year follows:

*Pay schedule is distributed electronically in August each year.*

## Automatic Payroll Deposit

Employees can have their paychecks electronically deposited into a designated account. A notification period of one week is necessary to activate this service. Contact Susan Faircloth for more information about the automatic payroll deposit service.

## Payroll Deductions

*Policy CFEA*

The district is required to make the following automatic payroll deductions:

- Teacher Retirement System of Texas (TRS) or Social Security employee contributions
- Federal income tax required for all full-time employees
- Medicare tax (applicable only to employees hired after March 31, 1986)
- Child support and spousal maintenance, if applicable
- Delinquent federal education loan payments, if applicable

Other payroll deductions employees may elect include deductions for the employee's share of premiums for health, dental, life, and vision insurance; annuities; and higher education savings plans or prepaid tuition programs. Employees also may request payroll deduction for payment of membership dues to professional organizations. Salary deductions are automatically made for unauthorized or unpaid leave.

**Overpayments.** Employees are not entitled to any funds the district overpays. An overpayment occurs if an employee is paid more than the amount the employee should have been paid. Under the assigned pay grade and applicable supplemental pay.

If an overpayment is reported in the current fiscal year, a payment plan will be developed to recoup the payment. Generally, an overpayment will be paid in one pay cycle. However, if this creates an undue hardship for the employee, the district has the discretion to develop a plan for regular payroll deductions in the same fiscal year.

An agreement between an employee and the district must be in place in order to deduct any overpayment.

## **Overtime Compensation**

*Policies DEAB, DEC*

The district compensates overtime for nonexempt employees in accordance with federal wage and hour laws. Only nonexempt employees (hourly employees and paraprofessional employees) are entitled to overtime compensation. Nonexempt employees are not authorized to work beyond their normal work schedule without advance approval from their supervisor. A nonexempt employee who works overtime without prior approval will be subject to disciplinary action up to and including termination.

Overtime is legally defined as all hours worked in excess of 40 hours in a workweek and is not measured by the day or by the employee's regular work schedule. For the purpose of calculating overtime, a workweek begins at 12:01 am Sunday and ends at midnight Saturday.

Nonexempt employees that are paid on a salary basis are paid for a 40-hour workweek and do not earn additional pay unless they work more than 40 hours.

Employees may be compensated for overtime (i.e., hours beyond 40 in a workweek) at time-and-a-half rate with compensatory time off (comp time) or direct pay. The following applies to all nonexempt employees:

- Employees can accumulate up to 60 hours of comp time.
- Comp time must be used in the duty year that it is earned.
- Use of comp time may be at the employee's request with supervisor approval, as workload permits, or at the supervisor's direction.
- An employee is required to use comp time before using available paid leave (e.g., sick, personal, vacation).
- Weekly time records will be maintained on all nonexempt employees for the purpose of wage and salary administration.

## **Travel Expense Reimbursement**

### *Policy DEE*

Before any travel expenses are incurred by an employee, the employee's supervisor and Business Manager must give approval. For approved travel, employees will be reimbursed for mileage and other travel expenditures according to the current rate schedule established by the district. Employees must submit receipts, to the extent possible, to be reimbursed for allowable expenses other than mileage.

## **Health, Dental, and Life Insurance**

### *Policy CRD*

Group health insurance coverage is available to all employees and dependents. The district's contribution to employee insurance premiums is determined annually by the board of trustees. Detailed descriptions of insurance coverage, prices, and eligibility requirements are provided to all employees in a separate communication.

The health insurance plan year is from Sept. 1<sup>st</sup> through August 31<sup>st</sup>. New employees must complete enrollment forms within the first 30 days of employment. Current employees can make changes in their insurance coverage annually at open enrollment in August. Employees should contact Susan Faircloth for more information.

## **Supplemental Insurance Benefits**

### *Policy CRD*

At their own expense, employees may enroll in supplemental insurance programs for Dental, Disability, Life, Vision, etc. Premiums for these programs can be paid by payroll deduction. Employees should contact Susan Faircloth for more information.

## **Cafeteria Plan Benefits (Section 125)**

Employees may be eligible to participate in the Cafeteria Plan (Section 125) and, under IRS regulations, must either accept or reject this benefit. This plan enables eligible employees to pay certain insurance premiums on a pretax basis (i.e., disability, accidental death and dismemberment, cancer and dread disease, dental, and additional term life insurance). A third-party administrator handles employee claims made on these accounts.

New employees must accept or reject this benefit during their first month of employment. All employees must accept or reject this benefit on an annual basis and during the specified time period.

## **Workers' Compensation Insurance**

### *Policy CRE*

The district, in accordance with state law, provides workers' compensation benefits to employees who suffer a work-related illness or are injured on the job. The district has workers' compensation coverage from Claims Administrators.

Benefits help pay for medical treatment and make up for part of the income lost while recovering. Specific benefits are prescribed by law depending on the circumstances of each case.

All work-related accidents or injuries should be reported immediately to your site supervisor. Employees who are unable to work because of a work-related injury will be notified of their rights and responsibilities under the Texas Labor Code. See *Workers' Compensation Benefits*, pages 21-22 for information on use of paid leave for such absences.

## **Unemployment Compensation Insurance**

### *Policy CRF*

Employees who have been laid off or terminated through no fault of their own may be eligible for unemployment compensation benefits. Employees are not eligible to collect unemployment benefits during regularly scheduled breaks in the school year or the summer months if they have employment contracts or reasonable assurance of returning to service. Employees with questions about unemployment benefits should contact Susan Faircloth.

## **Teacher Retirement**

All personnel employed on a regular basis for at least four and one-half months are members of the Teacher Retirement System of Texas (TRS). Substitutes not receiving TRS service retirement benefits who work at least 90 days a year are eligible to purchase a year of creditable service in TRS. TRS provides members with an annual statement of their account showing all deposits and the total account balance for the year ending August 31, as well as an estimate of their retirement benefits.

Employees who plan to retire under TRS should notify Site Supervisor and TRS as soon as possible. Information on the application procedures for TRS benefits is available from TRS at Teacher Retirement System of Texas, 1000 Red River Street, Austin, TX 78701-2698, or call 800-223-8778 or 512-542-6400. TRS information is also available on the web ([www.trs.texas.gov](http://www.trs.texas.gov)). See page 10-11 for information on restrictions of employment of retirees in Texas public schools.

# Leaves and Absences

## *Policies DEC, DECA, DECB*

The district offers employees paid and unpaid leaves of absence in times of personal need. This handbook describes the basic types of leave available and restrictions on leaves of absence. Employees who expect to be absent for an extended period of more than five days should call central administration office for information about applicable leave benefits, payment of insurance premiums, and requirements for communicating with the district.

Paid leave must be used in daily increments. Earned comp time must be used before any available paid state and local leave. Unless an employee requests a different order, available paid state and local leave will be used in the following order:

- Local Leave
- State Personal Leave

Employees must follow district and department or campus procedures to report or request any leave of absence and complete the appropriate form or certification. Any unapproved absences or absences beyond accumulated or available paid leave shall result in deduction from the employee's pay.

If an hourly employee does not report or request leave of absence(s) according to district procedures, the incident is considered a "no call/no show". An employee who is absent for two consecutive days without notice is considered to have abandoned their job and may face disciplinary consequences up to and including termination.

**Immediate Family.** For purposes of leave other than family and medical leave, immediate family is defined as the following:

- Spouse
- Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands in loco parentis.
- Parent, stepparent, parent-in-law, or other individual who stands in loco parentis to the employee.
- Sibling, stepsibling, and sibling-in-law
- Grandparent and grandchild
- Any person residing in the employee's household at the time of illness or death

For purposes of family and medical leave, the definition of family is limited to spouse, parent, son or daughter, and next of kin. The definition of these are found in Policy DECA(LEGAL).

**Medical Certification.** Any employee, who is absent more than 3 days because of a personal or family illness, must submit a medical certification from a qualified health care provider confirming the specific dates of the illness, the reason for the illness, and—in the case of personal illness—the employee’s fitness to return to work.

The district may require medical certification due to an employee’s questionable pattern of absences or when deemed necessary by the supervisor or superintendent. The district may also request medical certification when an employee requests leave under the Family and Medical Leave Act (FMLA) for the employee’s serious health condition, a serious health condition of the employee’s spouse, parent, or child, or for military caregiver leave.

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits covered employers from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we ask that employees and health care providers do not provide any genetic information in any medical certification. ‘Genetic information,’ as defined by GINA, includes an individual’s family medical history, the results of an individual’s or family member’s genetic tests, the fact that an individual or an individual’s family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual’s family member, or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

**Continuation of Health Insurance.** Employees, on an approved leave of absence other than family and medical leave, may continue their insurance benefits at their own expense. Health insurance benefits for employees on paid leave and leave designated under the FMLA will be paid by the district as they were prior to the leave. Otherwise, the district does not pay any portion of insurance premiums for employees who are on unpaid leave.

Under TRS-Active Care rules, an employee is no longer eligible for insurance through the district after six months of unpaid leave other than FML. If an employee’s unpaid leave extends for more than six months, the district will provide the employee with notice of COBRA rights.

## **Personal Leave**

State law entitles all employees to five days of paid personal leave per year. Personal leave is available for use at the beginning of the year. A day of personal leave is equivalent to the number of hours per day in an employee’s usual assignment, whether full-time or part-time. State personal leave accumulates without limit, is transferable to other Texas school districts, and generally transfers to education service centers. Personal leave may be used for two general purposes: nondiscretionary and discretionary.

**Nondiscretionary.** Leave taken for personal or family illness, family emergency, a death in the family, or active military service is considered nondiscretionary leave. Reasons for this type of leave allow very little, if any, advance planning. Nondiscretionary may be used in the same manner as state sick leave.

**Discretionary.** Leave taken at an employee's discretion that can be scheduled in advance is considered discretionary leave. An employee wishing to take discretionary personal leave must submit a request to his or her principal or supervisor five (5) days in advance of the anticipated absence. The effect of the employee's absence on the educational program or department operations, as well as the availability of substitutes, will be considered by the principal or supervisor. *Discretionary leave cannot be taken on the first or last day of the duty year, the day before or after a district holiday, days scheduled for state-mandated assessments/final exams, or days scheduled for staff/professional development. (Unless specifically approved by district administration and due to unique circumstances)*

**Leave Proration.** If an employee separates from employment with the district before his or her last duty day of the year, or begins employment after the first duty day, state personal leave will be prorated based on the actual time employed. When an employee separates from employment before the last duty day of the school year, the employee's final paycheck will be reduced by the amount of state personal leave the employee used beyond his or her pro rata entitlement for the school year.

## State Sick Leave

State sick leave accumulated before 1995 is available for use and may be transferred to other school districts in Texas. State sick leave may be used for the following reasons only:

- Employee illness
- Illness in the employee's immediate family
- Family emergency (i.e., natural disasters or life-threatening situations)
- Death in the immediate family
- Active military service

## Local Leave

All employees shall earn an additional 3 equivalent workdays of local personal leave per school year, concurrently with state personal leave. Local personal leave shall accumulate without limit and shall be taken with no loss of pay.

For purposes of personal illness, illness in the immediate family, family emergency, or death in the immediate family, available leave shall be used in the following order:

1. Local personal leave
2. State sick leave accumulated prior to the 1995-1996 school year
3. State personal leave
4. Local extended leave (if applicable)
5. Donated days from sick leave pool (if applicable)

## **Extended Leave**

### **Vacation**

*Policy DED*

### **Sick Leave Bank (or Pool)**

#### **General Pool:**

A General sick leave pool can remain in existence from year to year. This pool will consist of days donated by retiring employees that end their career with Eula ISD. A form to donate these days is available in the central office.

When a sick leave pool is requested, days from the general sick leave pool will be available to the employee first. When the general pool is exhausted, a designated pool will be established.

#### **Designated Sick leave Pool:**

The sick leave pool shall be composed of voluntary contribution by District staff for a specific individual, and donated days shall be designated to a specific pool. No staff member shall be allowed to contribute more than three of his or her leave days to a pool per school year.

The employee may receive a maximum of 30 leave days from a sick leave pool.

The sick leave pool shall cease to exist when the employee returns to work or when each voluntary donation reaches the three-day maximum contribution and the sick leave pool is exhausted. Unused designated sick leave pool days shall revert to the donors and shall be

divided proportionately among donors according to the amount contributed. Reimbursed days shall be divided in increments of no less than one-half day.

## **Family and Medical Leave Act (FMLA)—General Provisions**

The following text is from the federal notice, *Your Employee Rights Under the Family and Medical Leave Act*. Specific information that the district has adopted to implement the FMLA follows this general notice.

### **What is FMLA leave?**

The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with **job-protected leave** for qualifying family and medical reasons.

The U.S. Department of Labor’s Wage and Hour Division (WHD) enforces the FMLA for most employees. Eligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month period for:

- The birth, adoption or foster placement of a child with you,
- Your serious mental or physical health condition that makes you unable to work,
- To care for your spouse, child or parent with a serious mental or physical health condition, and
- Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military service member.

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness **may take up to 26 workweeks** of FMLA leave in a single 12-month period to care for the servicemember.

You have the right to use FMLA leave in **one block of time**. When it is medically necessary or otherwise permitted, you may take FMLA leave **intermittently in separate blocks of time, or on a reduced schedule** by working less hours each day or week. Read Fact Sheet #28M(c) for more information.

FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer’s paid leave policy covers the reason for which you need FMLA leave.

### **Am I eligible to take FMLA leave?**

You are an **eligible employee** if *all* of the following apply:

- You work for a covered employer,
- You have worked for your employer at least 12 months,
- You have at least 1,250 hours of service for your employer during the 12 months before your leave, and
- Your employer has at least 50 employees within 75 miles of your work location

Airline flight crew employees have different “hours of service” requirements.

You work for a **covered employer** if **one** of the following applies:

- You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year,
- You work for an elementary or public or private secondary school, or
- You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management

### **How do I request FMLA leave?**

Generally, **to request FMLA leave you *must***:

- Follow your employer’s normal policies for requesting leave,
- Give notice at least 30 days before your need for FMLA leave, or
- If advance notice is not possible, give notice as soon as possible.

You **do *not* have to share a medical diagnosis** but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You ***must also inform your employer if FMLA leave was previously taken*** or approved for the same reason when requesting additional leave.

Your **employer *may* request certification** from a health care provider to verify medical leave and may request certification of a qualifying exigency.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress

### **What does my employer need to do?**

If you are eligible for FMLA leave, your employer **must**:

- Allow you to take job-protected time off work for a qualifying reason,
- Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and
- Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave.

Your **employer cannot interfere with your FMLA rights** or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation.

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your **employer must confirm whether you are eligible** or not eligible for FMLA leave. If your employer determines that you are eligible, **your employer must notify you in writing**:

- About your FMLA rights and responsibilities, and
- How much of your requested leave, if any, will be FMLA-protected leave.

### **Where can I find more information?**

Call **1-866-487-9243** or visit **dol.gov/fmla** to learn more.

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. **Scan the QR code to learn about our WHD complaint process.**



## Local Procedures for Implementing Family and Medical Leave Provisions

Eligible employees can take up to 12 weeks of unpaid leave in the 12-month period measured forward from the date an individual employee's first FML begins.

**Use of Paid Leave.** FML runs concurrently with accrued sick and personal leave, temporary disability leave, compensatory time, assault leave, and absences due to a work-related illness or injury. The district will designate the leave as FML, if applicable, and notify the employee that accumulated leave will run concurrently.

**Combined Leave for Spouses.** Spouses who are employed by the district are limited to a combined total of 12 weeks of FML to care for a parent with a serious health condition; or for the birth, adoption, or foster placement of a child. Military caregiver leave for spouses is limited to a combined total of 26 weeks.

**Intermittent Leave.** When medically necessary or in the case of a qualifying exigency, an employee may take leave intermittently or on a reduced schedule. The district does not permit the use of intermittent or reduced-schedule leave for the care of a newborn child or for adoption or placement of a child with the employee.

**Fitness for Duty.** An employee that takes FML due to the employee's own serious health condition shall provide, before resuming work, a fitness-for-duty certification from the health care provider. When leave is taken for the employee's own serious health condition, the certification must address the employee's ability to perform essential job functions. The district shall provide a list of essential job functions (e.g., job description) to the employee with the FML designation notice to share with the health care provider. Fitness for duty is not required when an employee returns to work following leave to care for a family member with a serious health condition; to care for a child following birth, adoption, or foster care placement; or for qualifying exigency leave.

**Reinstatement.** An employee returning to work at the end of FML will be returned to the same position held when the leave began or to an equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment.

In certain cases, instructional employees desiring to return to work at or near the conclusion of a semester may be required to continue on family and medical leave until the end of the semester. The additional time off is not counted against the employee's FML entitlement, and the district will maintain the employees group health insurance and reinstate the employee at the end of the leave according the procedures outlined in policy (see DECA(LEGAL)).

**Failure to Return.** If, at the expiration of FML, the employee is able to return to work but chooses not to do so, the district may require the employee to reimburse the district's share of insurance premiums paid during any portion of FML when the employee was on unpaid leave. If

the employee fails to return to work for a reason beyond the employee's control, such as a continuing personal or family serious health condition or a spouse being unexpectedly transferred more than 75 miles from the district, the district may not require the employee to reimburse the district's share of premiums paid.

**District Contact.** Employees that require FML or have questions should contact Susan Faircloth for details on eligibility, requirements, and limitations.

## **Temporary Disability Leave**

**Certified Employees.** Any full-time employee whose position requires certification from the State Board for Educator Certification (SBEC) is eligible for temporary disability leave. The purpose of temporary disability leave is to provide job protection to full-time educators who cannot work for an extended period of time because of a mental or physical disability of a temporary nature. Temporary disability leave must be taken as a continuous block of time. It may not be taken intermittently or on a reduced schedule. Pregnancy and conditions related to pregnancy are treated the same as any other temporary disability.

Employees must request approval for temporary disability leave. An employee's notification of need for extended absence due to the employee's own medical condition shall be accepted as a request for temporary disability leave. The request must be accompanied by a physician's statement confirming the employee's inability to work and estimating a probable date of return. If disability leave is approved, the length of leave is no longer than 180 calendar days.

If an employee is placed on temporary disability leave involuntarily, he or she has the right to request a hearing before the board of trustees. The employee may protest the action and present additional evidence of fitness to work.

When an employee is ready to return to work, their immediate supervisor should be notified at least 30 days in advance. The return-to-work notice must be accompanied by a physician's statement confirming that the employee is able to resume regular duties. Certified employees returning from leave will be reinstated to the school to which they were previously assigned if an appropriate position is available. If an appropriate position is not available, the employee may be assigned to another campus, subject to the approval of the campus principal. If a position is not available before the end of the school year, the employee will be reinstated to a position at the original campus at the beginning of the following school year.

## **Workers' Compensation Benefits**

An employee absent from duty because of a job-related illness or injury may be eligible for workers' compensation weekly income benefits if the absence exceeds seven calendar days.

An employee receiving workers' compensation wage benefits for a job-related illness or injury may choose to use accumulated sick leave or any other paid leave benefits. An employee choosing to use paid leave will not receive workers' compensation weekly income benefits until all paid leave is exhausted or to the extent that paid leave does not equal the pre-illness or -injury wage. If the use of paid leave is not elected, then the employee will only receive workers' compensation wage benefits for any absence resulting from a work-related illness or injury, which may not equal his or her pre-illness or -injury wage.

## **Assault Leave**

Assault leave provides extended job income and benefits protection to an employee who is injured as the result of a physical assault suffered during the performance of his or her job. An incident involving an assault is a work-related injury and should be immediately reported to their supervisor or district administration.

An injury is treated as an assault if the person causing the injury could be prosecuted for assault or could not be prosecuted only because that person's age or mental capacity renders the person non-responsible for purposes of criminal liability.

An employee who is physically assaulted at work may take all the leave time medically necessary (up to two years) to recover from the physical injuries he or she sustained. At the request of an employee, the district will immediately assign the employee to assault leave. Days of leave granted under the assault leave provision will not be deducted from accrued personal leave and must be coordinated with workers' compensation benefits. Upon investigation the district may change the assault leave status and charge leave used against the employee's accrued paid leave. The employee's pay will be deducted if accrued paid leave is not available.

## **Bereavement Leave**

Use of state leave/or local leave for death in the immediate family shall not exceed five workdays per occurrence, subject to the approval of the district.

## **Jury Duty**

*Policies DEC, DG*

The district provides paid leave to employees who are summoned to jury duty including service on a grand jury. The district will not discharge, threaten to discharge, intimidate, or coerce any regular employee because of juror or grand juror service or for the employee's attendance or scheduled attendance in connection with the service in any court in the United States. Employees who report to the court for jury duty may keep any compensation the court provides. An employee should report a summons for jury duty to his or her supervisor as soon as it is received and may be required to provide the district a copy of the summons to document the need for leave.

An employee may be required to report back to work as soon as they are released from jury duty. The supervisor may consider the travel time required and the nature of the individual's position when determining the need to report to work. A copy of the release from jury duty or documentation of time spent at the court may be required.

## **Compliance with a Subpoena**

Employees will be paid while on leave to comply with a valid subpoena to appear in a civil, criminal, legislative, or administrative proceeding and will not be required to use personal leave. Employees may be required to submit documentation of their need for leave for court appearances.

## **Truancy Court Appearances**

An employee who is a parent, guardian of a child, or a court-appointed guardian ad litem of a child who is required to miss work to attend a truancy court hearing may use personal leave or compensatory time for the absence. Employees who do not have paid leave available will be docked for any absence required because of the court appearance.

## **Religious Observance**

The district will reasonably accommodate an employee's request for absence for a religious holiday or observance. Accommodations such as changes to work schedules or approving a day of absence will be made unless they pose an undue hardship to the district. The employee may use any accumulated personal leave for this purpose. Employees who have exhausted applicable paid leave may be granted an unpaid day of absence.

## **Military Leave**

**Paid Leave for Military Service.** Any employee who is a member of the Texas National Guard, Texas State Guard, reserve component of the United States Armed Forces, or a member of a state or federally authorized Urban Search and Rescue Team is entitled to 15 days of paid leave per fiscal year when engaged in authorized training or duty orders by proper authority. An additional seven days of leave per fiscal year are available if called to state active duty in response to a disaster. In addition, an employee is entitled to use available state and local personal or sick leave during a time of active military service.

**Reemployment after Military Leave.** Employees who leave the district to enter into the United States uniformed services or who are ordered to active duty as a member of the military force of any state (e.g., National or State Guard) may return to employment if they are honorably discharged. Employees who wish to return to the district will be reemployed provided they can be qualified to perform the required duties. Employees returning to work following military leave should contact the superintendent, Tim Kelley. In most cases, the length of federal military service cannot exceed five years.

**Continuation of Health Insurance.** Employees who perform service in the uniformed services may elect to continue their health plan coverage at their own cost for a period not to exceed 24 months. Employees should contact the central office for details on eligibility, requirements, and limitations.

## **Mental Health Leave for Peace Officers**

The purpose of this policy is to provide guidance regarding the use of mental health leave and quarantine leave for authorized police officers employed by the district.

### **Definitions:**

**Mental Health Leave** – Up to 5 days of leave with pay granted in response to a traumatic event that occurred in the scope of the police officer’s employment.

**Traumatic Event** – An event which occurs in the police officer(s) scope of employment when the officer is involved in the response to, or investigation of, an event that causes the officer to experience unusually strong emotional reactions or feelings which result in an adverse effect on the mental health of a police officer, resulting in the documented need for mental health leave.

A traumatic event is an incident or event that causes physical, emotional, or psychological harm. The person experiencing the distressing event may feel physically threatened or extremely frightened as a result. Traumatic events are characterized by a sense of horror, helplessness, serious injury, or the threat of serious injury or death.

## Conditions:

Below is a non-exhaustive list of examples of traumatic events in the course and scope of employment that can have an effect on an officer's mental health.

- Major disasters which may include response to weather related events involving casualties; or explosions with casualties, or search and recover missions involving casualties.
- Incidents involving casualties which may include shootings or traffic accidents.
- Line of duty death or suicide of a department member
- Death of a child resulting from violence or neglect
- Officer(s) involved shooting of a person.

A traumatic event does not include an employee's reaction to legitimate personnel action, including a transfer, promotion, demotion, disciplinary action (e.g., verbal, or written warning), or termination.

## **Requesting Mental Health Leave:**

An officer directly involved in a traumatic event may request the use of mental health leave. The request shall be made in writing through the Police Chief and Superintendent of Schools. Medical certification by a health care provider as defined by the Family and Medical Leave Act, must be submitted with a request for police officer mental health leave. The request and supporting medical certification documentation shall be treated as a priority matter and a decision on the granting of leave shall be made as soon as possible.

## **Effect on Paid Leave Balances:**

The district will not reduce an eligible employee's local or state leave accruals for mental health leave taken in accordance with this policy.

## **Confidentiality of Request:**

All requests, including the circumstances that lead to the request, will be treated as confidential information. Communications/conversations regarding the affected employee's health status will be kept confidential by the supervisor and any other need-to-know management staff as required by state and federal law. All requests for leave will be coordinated with worker's compensation to ensure a first report of injury is filed, as appropriate.

## **Coordination with Workers' Compensation:**

All requests for leave will be coordinated with the workers' compensation office or specialist to ensure a first report of injury is filed, as applicable.

## **Employee Responsibilities:**

After experiencing an identified traumatic event while in the course and scope of employment, it is prudent for the affected employee to openly communicate his/her current mental/physical status to their supervisor. Employees should be open to suggestions by their supervisor in using mental health leave and/or seeking assistance from a crisis intervention professional.

**Duration of Mental Health Leave:**

An officer directly involved in a traumatic event may request up to five (5) working days of mental health leave per traumatic event. Any mental health leave hours granted are not required to be used consecutively.

## **Quarantine Leave for Peace Officers**

**Definitions:** Quarantine Leave Eula ISD police officer(s) who the Health Authority requires to quarantine or isolate due to a possible or known exposure to a communicable disease while on duty will receive the following benefits during the quarantine:

- (a) Regular full pay for the duration of the quarantine or isolation period.
- (b) Reimbursement of documented reasonable costs related to quarantine or isolation deemed necessary by the Health Authority, including lodging, medical, and transportation.

Eula ISD determines when an employee is required to be quarantined or isolated due to possible or known exposure to a communicable disease while on duty and the duration of the leave. Peace officers should quarantine or isolate if required by area Health Authority or their designee, this request for the need for quarantine leave as soon as they have been placed on quarantine by notifying their immediate supervisor/superintendent of schools.

Procedures for Requesting Paid Quarantine Leave Benefits Eligible employees may request paid quarantine leave benefits as follows:

- a. The employee must notify their supervisor/superintendent of schools of the need for paid quarantine leave as soon as possible.
- b. The employee's department completes the Quarantine Leave for Police Officers Request Form along with evidence of a positive Covid-19 test result, certification from the Taylor County Health Authority to validate the need for leave.
- c. Once the Health Authority receives the request, the Health Authority will determine if the employee requires quarantining or isolating and if the employee should be reimbursed for any reasonable costs related to the quarantine or isolation.

d. After review, the Health Authority will indicate on the Quarantine Leave for Police Officers Request Form whether the request is approved or denied and will notify Human Resources of the decision.

e. After receiving an approved quarantine leave request, district administration will review and add paid quarantine leave day required to the employee's leave record. District Administration will also notify the employee that the request was approved.

f. If the Health Authority approved an employee's request for reimbursement of documented reasonable costs related to a quarantine, the employee must follow the district's regular reimbursement process to obtain reimbursement.

## **Leave for Police Officers for Illness or Injury**

A full-time district employed licensed police officer who regularly serves in a law enforcement capacity in a district police department is entitled to a paid leave of absence (LOA) for an illness or injury related to the person's line of duty. If necessary, the leave shall continue for at least one year.

If unable to return to work at the end of the paid leave and any extension, a police officer may use accumulated sick, vacation, and other accrued leave before being placed on unpaid temporary leave. At the end of temporary leave, the police officer will be reinstated at the same rank and with the same seniority the person had before going on temporary leave.

# **Employee Relations and Communications**

## **Employee Recognition and Appreciation**

Continuous efforts are made throughout the year to recognize employees who make an extra effort to contribute to the success of the district. Employees are recognized at board meetings, in the district newsletter, and through special events and activities. Recognition and appreciation activities also include retirement ceremonies etc.

## **District Communications**

Throughout the school year, the Eula ISD Administration office publishes newsletters, brochures, fliers, calendars, news releases, and other communication materials. These publications offer employees and the community information pertaining to school activities and achievements. They include the following:

Publications include campus events and menu calendars, activities announcements, and various announcements through the Eula App, website, Facebook, and twitter.

# Complaints and Grievances

## *Policy DGBA*

In an effort to hear and resolve employee concerns or complaints in a timely manner and at the lowest administrative level possible, the board has adopted an orderly grievance process. Employees are encouraged to discuss their concerns or complaints with their supervisors or an appropriate administrator at any time.

The formal process provides all employees with an opportunity to be heard up to the highest level of management if they are dissatisfied with an administrative response. Once all administrative procedures are exhausted, employees can bring concerns or complaints to the board of trustees. For ease of reference, the district's policy concerning the process of bringing concerns and complaints is reprinted as follows:

[https://pol.tasb.org/Policy/Search/252?filter=DGBA%20\(Local\)](https://pol.tasb.org/Policy/Search/252?filter=DGBA%20(Local))

# Employee Conduct and Welfare

## Standards of Conduct

### *Policy DH*

All employees are expected to work together in a cooperative spirit to serve the best interests of the district and to be courteous to students, one another, and the public. Employees are expected to observe the following standards of conduct:

- Recognize and respect the rights of students, parents, other employees, and members of the community.
- Maintain confidentiality in all matters relating to students and coworkers.
- Report to work according to the assigned schedule.
- Notify their immediate supervisor in advance or as early as possible in the event that they must be absent or late. Unauthorized absences, chronic absenteeism, tardiness, and failure to follow procedures for reporting an absence may be cause for disciplinary action up to and including termination.
- Know and comply with department and district policies and procedures.
- Express concerns, complaints, or criticism through appropriate channels.
- Observe all safety rules and regulations and report injuries or unsafe conditions to a supervisor immediately.
- Use district time, funds, and property for authorized district business and activities only.

All district employees should perform their duties in accordance with state and federal law, district policies and procedures, and ethical standards. Violation of policies, regulations, or guidelines, including intentionally making a false claim, offering false statements, or refusing to cooperate with a district investigation may result in disciplinary action, up to and including termination. Alleged incidents of certain misconduct by educators, including having a criminal record, must be reported to SBEC not later than the seventh day after the superintendent knew of the incident. See *Reports to the Texas Education Agency*, page 58 for additional information.

The *Educators' Code of Ethics*, adopted by the State Board for Educator Certification, which all district employees must adhere to, is reprinted below:

## *Texas Educators' Code of Ethics*

### **Purpose and Scope**

The Texas educator shall comply with standard practices and ethical conduct toward students, professional colleagues, school officials, parents, and members of the community and shall safeguard academic freedom. The Texas educator, in maintaining the dignity of the profession, shall respect and obey the law, demonstrate personal integrity, and exemplify honesty and good moral character. The Texas educator, in exemplifying ethical relations with colleagues, shall extend just and equitable treatment to all members of the profession. The Texas educator, in accepting a position of public trust, shall measure success by the progress of each student toward realization of his or her potential as an effective citizen. The Texas educator, in fulfilling responsibilities in the community, shall cooperate with parents and others to improve the public schools of the community. This chapter shall apply to educators and candidates for certification. (19 TAC 247.1(b))

### **Enforceable Standards**

#### **1. Professional Ethical Conduct, Practices, and Performance**

**Standard 1.1** The educator shall not intentionally, knowingly, or recklessly engage in deceptive practices regarding official policies of the school district, educational institution, educator preparation program, the Texas Education Agency, or the State Board for Educator Certification (SBEC) and its certification process.

**Standard 1.2** The educator shall not intentionally, knowingly, or recklessly misappropriate, divert, or use monies, personnel, property, or equipment committed to his or her charge for personal gain or advantage.

**Standard 1.3** The educator shall not submit fraudulent requests for reimbursement, expenses, or pay.

**Standard 1.4** The educator shall not use institutional or professional privileges for personal or partisan advantage.

**Standard 1.5** The educator shall neither accept nor offer gratuities, gifts, or favors that impair professional judgment or that are used to obtain special advantage. This standard shall not restrict the acceptance of gifts or tokens offered and accepted openly from students, parents of students, or other persons or organizations in recognition or appreciation of service.

**Standard 1.6** The educator shall not falsify records, or direct or coerce others to do so.

**Standard 1.7** The educator shall comply with state regulations, written local school board policies, and other state and federal laws.

**Standard 1.8** The educator shall apply for, accept, offer, or assign a position or a responsibility on the basis of professional qualifications.

**Standard 1.9** The educator shall not make threats of violence against school district employees, school board members, students, or parents of students.

**Standard 1.10** The educator shall be of good moral character and be worthy to instruct or supervise the youth of this state.

**Standard 1.11** The educator shall not intentionally, knowingly, or recklessly misrepresent his or her employment history, criminal history, and/or disciplinary record when applying for subsequent employment.

**Standard 1.12** The educator shall refrain from the illegal use, abuse, or distribution of controlled substances, prescription drugs and toxic inhalants.

**Standard 1.13** The educator shall not be under the influence of alcohol or consume alcoholic beverages on school property or during school activities when students are present.

## **2. Ethical Conduct toward Professional Colleagues**

**Standard 2.1** The educator shall not reveal confidential health or personnel information concerning colleagues unless disclosure serves lawful professional purposes or is required by law.

**Standard 2.2** The educator shall not harm others by knowingly making false statements about a colleague or the school system.

**Standard 2.3** The educator shall adhere to written local school board policies and state and federal laws regarding the hiring, evaluation, and dismissal of personnel.

**Standard 2.4** The educator shall not interfere with a colleague's exercise of political, professional, or citizenship rights and responsibilities.

**Standard 2.5** The educator shall not discriminate against or coerce a colleague on the basis of race, color, religion, national origin, age, gender, disability, family status, or sexual orientation.

**Standard 2.6** The educator shall not use coercive means or promise of special treatment in order to influence professional decisions or colleagues.

**Standard 2.7** The educator shall not retaliate against any individual who has filed a complaint with the SBEC or who provides information for a disciplinary investigation or proceeding under this chapter.

**Standard 2.8** The educator shall not intentionally or knowingly subject a colleague to sexual harassment.

### **3. Ethical Conduct toward Students**

**Standard 3.1** The educator shall not reveal confidential information concerning students unless disclosure serves lawful professional purposes or is required by law.

**Standard 3.2** The educator shall not intentionally, knowingly, or recklessly treat a student or minor in a manner that adversely affects or endangers the learning, physical health, mental health, or safety of the student or minor.

**Standard 3.3** The educator shall not intentionally, knowingly, or recklessly misrepresent facts regarding a student.

**Standard 3.4** The educator shall not exclude a student from participation in a program, deny benefits to a student, or grant an advantage to a student on the basis of race, color, gender, disability, national origin, religion, family status, or sexual orientation.

**Standard 3.5** The educator shall not intentionally, knowingly, or recklessly engage in physical mistreatment, neglect, or abuse of a student or minor.

**Standard 3.6** The educator shall not solicit or engage in sexual conduct or a romantic relationship with a student or minor.

**Standard 3.7** The educator shall not furnish alcohol or illegal/unauthorized drugs to any person under 21 years of age unless the educator is a parent or guardian of that child or knowingly allow any person under 21 years of age unless the educator is a parent or guardian of that child to consume alcohol or illegal/unauthorized drugs in the presence of the educator.

**Standard 3.8** The educator shall maintain appropriate professional educator-student relationships and boundaries based on a reasonably prudent educator standard.

**Standard 3.9** The educator shall refrain from inappropriate communication with a student or minor, including, but not limited to, electronic communication such as cell phone, text messaging, email, instant messaging, blogging, or other social network communication. Factors that may be considered in assessing whether the communication is inappropriate include, but are not limited to:

- (i) the nature, purpose, timing, and amount of the communication;
- (ii) the subject matter of the communication;
- (iii) whether the communication was made openly or the educator attempted to conceal the communication;
- (iv) whether the communication could be reasonably interpreted as soliciting sexual contact or a romantic relationship;

- (v) whether the communication was sexually explicit; and
- (vi) whether the communication involved discussion(s) of the physical or sexual attractiveness or the sexual history, activities, preferences, or fantasies of either the educator or the student.

## **Discrimination, Harassment, and Retaliation**

### *Policies DH, DIA*

Employees shall not engage in prohibited harassment, including sexual harassment, of other employees, unpaid interns, student teachers, or students. While acting in the course of their employment, employees shall not engage in prohibited harassment of other persons including board members, vendors, contractors, volunteers, or parents. A substantiated charge of harassment will result in disciplinary action up to and including termination.

Individuals who believe they have been discriminated or retaliated against or harassed are encouraged to promptly report such incidents to the campus principal, supervisor, or appropriate district official. If the campus principal, supervisor, or district official is the subject of a complaint, the complaint should be made directly to the superintendent. A complaint against the superintendent may be made directly to the board.

Any district employee who believes that he or she has experienced prohibited conduct based on sex, including sexual harassment, or believes that another employee has experienced such prohibited conduct, should immediately report the alleged acts. The employee may report the alleged acts to his or her supervisor, the campus principal, the Title IX coordinator, or the superintendent. The district's Title IX coordinator's name and contact information is listed in the Equal Employment Opportunity section of this handbook.

The district's policy that includes definitions and procedures for reporting and investigating discrimination, harassment, and retaliation is reprinted below:

[https://pol.tasb.org/Policy/Search/252?filter=DIA\(Local\)](https://pol.tasb.org/Policy/Search/252?filter=DIA(Local))

[https://pol.tasb.org/Policy/Search/252?filter=DIA%20\(Regulation\)](https://pol.tasb.org/Policy/Search/252?filter=DIA%20(Regulation))

## **Harassment of Students**

### *Policies DH, DHB, FFG, FFH, FFI*

Sexual and other harassment of students by employees are forms of discrimination and are prohibited by law. Romantic or inappropriate social relationships between students and district employees are prohibited.

Employees who suspect a student may have experienced prohibited harassment are obligated to report their concerns to the campus principal or other appropriate district official. Any district employee who suspects or receives direct or indirect notice that a student or group of students has or may have experienced prohibited conduct based on sex, including sexual harassment, of a student shall immediately notify the district's Title IX coordinator, the ADA/Section 504 coordinator, or superintendent and take any other steps required by district policy.

All allegations of prohibited harassment of a student by an employee or adult will be reported to the student's parents and promptly investigated. An employee who knows of or has reasonable cause to believe that child abuse or neglect occurred child abuse must also report his or her knowledge or suspicion to the appropriate authorities, as required by law. See *Reporting Suspected Child Abuse*, pages 42-43 and *Bullying*, page 64 for additional information.

The district's policy that includes definitions and procedures for reporting and investigating harassment of students is reprinted below:

[https://pol.tasb.org/Policy/Search/252?filter=DHB%20\(legal\)](https://pol.tasb.org/Policy/Search/252?filter=DHB%20(legal))

[https://pol.tasb.org/Policy/Search/252?filter=FFH\(local\)](https://pol.tasb.org/Policy/Search/252?filter=FFH(local))

[https://pol.tasb.org/Policy/Search/252?filter=FFH\(Regulation\)](https://pol.tasb.org/Policy/Search/252?filter=FFH(Regulation))

## **Reporting Suspected Child Abuse**

*Policies DG, FFG, GRA*

All employees with reasonable cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect, as defined by Texas Family Code §261.001, are required by state law to make a report to a law enforcement agency, Child Protective Services (CPS), or appropriate state agency (e.g., state agency operating, licensing, certifying, or registering the facility) within 48 hours of the event that led to the suspicion. Alleged abuse or neglect involving a person responsible for the care, custody, or welfare of the child (including a teacher) must be reported to CPS.

Employees are also required to make a report if they have reasonable cause to believe that an adult was a victim of abuse or neglect as a child and they determine in good faith that the disclosure of the information is necessary to protect the health and safety of another child, elderly person, or person with a disability.

Reports to Child Protective Services can be made Online at <https://www.txabusehotline.org/Login/Default.aspx> or to the Texas Abuse Hotline (800-252-5400). State law specifies that an employee may not delegate to or rely on another person or administrator to make the report.

Under state law, any person reporting or assisting in the investigation of reported child abuse or neglect is immune from liability unless the report is made in bad faith or with malicious intent. In addition, the district is prohibited from taking an adverse employment action against a certified or licensed professional who, in good faith, reports child abuse or neglect or who participates in an investigation regarding an allegation of child abuse or neglect.

An employee's failure to make the required report may result in prosecution as a Class A misdemeanor. The offense of failure to report by a professional may be a state jail felony if it is shown the individual intended to conceal the abuse or neglect. In addition, a certified employee's failure to report may result in disciplinary procedures by SBEC for a violation of the Texas Educators' Code of Ethics.

Employees who suspect that a student has been or may be abused or neglected should also report their concerns to the campus principal. This includes students with disabilities who are no longer minors. Employees are not required to report their concern to the principal before making a report to the appropriate agency.

Reporting the concern to the principal does not relieve the employee of the requirement to report it to the appropriate state agency. In addition, employees must cooperate with investigators of child abuse and neglect. Interference with a child abuse investigation by denying an interviewer's request to interview a student at school or requiring the presence of a parent or school administrator against the desires of the duly authorized investigator is prohibited.

## **Sexual Abuse and Maltreatment of Children**

The district has established a plan for addressing sexual abuse and other maltreatment of children, which may be accessed at [www.eulaisd.us](http://www.eulaisd.us). As an employee, it is important for you to be aware of warning signs that could indicate a child may have been or is being sexually abused or maltreated. Sexual abuse in the Texas Family Code is defined as any sexual conduct harmful to a child's mental, emotional, or physical welfare as well as a failure to make a reasonable effort to prevent sexual conduct with a child. Maltreatment is defined as abuse or neglect. Anyone who has reasonable cause to believe that a child has been or may be abused or neglected has a legal responsibility under state law for reporting the suspected abuse or neglect following the procedures described above in *Reporting Suspected Child Abuse*.

## **Reporting Crime**

### *Policy DG*

The Texas Whistleblower Act protects district employees who make good faith reports of violations of law by the district to an appropriate law enforcement authority. The district is prohibited from suspending, terminating the employment of, or taking other adverse personnel

action against, an employee who makes a report under the Act. State law also provides employees with the right to report a crime witnessed at the school to any peace officer with authority to investigate the crime.

## **Scope and Sequence**

### *Policy DG*

If a teacher determines that students need more or less time in a specific area to demonstrate proficiency in the Texas Essential Knowledge and Skills (TEKS) for that subject and grade level, the district will not penalize the teacher for not following the district's scope and sequence.

The district may take appropriate action if a teacher does not follow the district's scope and sequence based on documented evidence of a deficiency in classroom instruction. This documentation can be obtained through observation or substantiated and documented third-party information.

## **Technology Resources**

### *Policy CQ*

The district's technology resources, including its networks, computer systems, email accounts, devices connected to its networks, and all district-owned devices used on or off school property, are primarily for administrative and instructional purposes. Limited personal use is permitted if the use:

- Imposes no tangible cost to the district.
- Does not unduly burden the district's technology resources.
- Has no adverse effect on job performance or on a student's academic performance.

Electronic mail transmissions and other use of the technology resources are not confidential and can be monitored at any time to ensure appropriate use.

Employees are required to abide by the provisions of the district's acceptable use agreement and administrative procedures. Failure to do so can result in suspension of access or termination of privileges and may lead to disciplinary and/or legal action. Employees with questions about computer use and data management can contact David Turner or Glendal Barr.

## **Personal Use of Electronic Communications**

### *Policy CQ, DH*

Electronic communications include all forms of social media, such as text messaging, instant messaging, electronic mail (email), web logs (blogs), wikis, electronic forums (chat rooms),

video-sharing websites (e.g., YouTube), editorial comments posted on the Internet, and social network sites (e.g., Facebook, Twitter, LinkedIn, Instagram). Electronic communications also include all forms of telecommunication such as landlines, cell phones, and web-based applications.

As role models for the district's students, employees are responsible for their public conduct even when they are not acting as district employees. Employees will be held to the same professional standards in their public use of electronic communications as they are for any other public conduct. If an employee's use of electronic communications interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment. If an employee wishes to use a social network site or similar media for personal purposes, the employee is responsible for the content on the employee's page, including content added by the employee, the employee's friends, or members of the public who can access the employee's page, and for web links on the employee's page. The employee is also responsible for maintaining privacy settings appropriate to the content.

An employee who uses electronic communications for personal purposes shall observe the following:

- The employee may not set up or update the employee's personal social network page(s) using the district's computers, network, or equipment.
- The employee shall limit use of personal electronic communication devices to send or receive calls, text messages, pictures, and videos to breaks, mealtimes, and before and after scheduled work hours, unless there is an emergency or the use is authorized by a supervisor to conduct district business.
- The employee shall not use the district's logo or other copyrighted material of the district without express written consent.
- An employee may not share or post, in any format, information, videos, or pictures obtained while on duty or on district business unless the employee first obtains written approval from the employee's immediate supervisor. Employees should be cognizant that they have access to information and images that, if transmitted to the public, could violate privacy concerns.
- The employee continues to be subject to applicable state and federal laws, local policies, administrative regulations, and the Texas Educators' Code of Ethics, even when communicating regarding personal and private matters, regardless of whether the employee is using private or public equipment, on or off campus. These restrictions include:
  - Confidentiality of student records. [See Policy FL]

- Confidentiality of health or personnel information concerning colleagues, unless disclosure serves lawful professional purposes or is required by law. [See DH(EXHIBIT)]
- Confidentiality of district records, including educator evaluations and private email addresses. [See Policy GBA]
- Copyright law [See Policy CY]
- Prohibition against harming others by knowingly making false statements about a colleague or the school system. [See DH(EXHIBIT)]

See *Electronic Communications between Employees, Students, and Parents*, below, for regulations on employee communication with students through electronic media.

## **Electronic Communications between Employees, Students, and Parents**

### *Policy DH*

A certified or licensed employee, or any other employee designated in writing by the superintendent or a campus principal, may use electronic communications with students who are currently enrolled in the district. The employee must comply with the provisions outlined below. Electronic communications between all other employees and students who are enrolled in the district are prohibited. Employees are not required to provide students with their personal phone number or email address.

An employee is not subject to the provisions regarding electronic communications with a student to the extent the employee has a social or family relationship with a student. For example, an employee may have a relationship with a niece or nephew, a student who is the child of an adult friend, a student who is a friend of the employee's child, or a member or participant in the same civic, social, recreational, or religious organization. An employee who claims an exception based on a social relationship shall provide written consent from the student's parent. The written consent shall include an acknowledgement by the parent that:

- The employee has provided the parent with a copy of this protocol;
- The employee and the student have a social relationship outside of school;
- The parent understands that the employee's communications with the student are excepted from district regulation; and
- The parent is solely responsible for monitoring electronic communications between the employee and the student.

The following definitions apply for the use of electronic media with students:

- *Electronic communications* means any communication facilitated by the use of any electronic device, including a telephone, cellular telephone, computer, computer network, personal data assistant, or pager. The term includes email, text messages, instant messages, and any communication made through an Internet website, including a social media website or a social networking website.
- *Communicate* means to convey information and includes a one-way communication as well as a dialogue between two or more people. A public communication by an employee that is not targeted at students (e.g., a posting on the employee’s personal social network page or a blog) is not a *communication*: however, the employee may be subject to district regulations on personal electronic communications. See *Personal Use of Electronic Media*, above. Unsolicited contact from a student through electronic means is not a *communication*.
- *Certified or licensed employee* means a person employed in a position requiring SBEC certification or a professional license, and whose job duties may require the employee to communicate electronically with students. The term includes classroom teachers, counselors, principals, librarians, paraprofessionals, nurses, educational diagnosticians, licensed therapists, and athletic trainers.

An employee who communicates electronically with students shall observe the following:

- The employee is prohibited from knowingly communicating with students using any form of electronic communications, including mobile and web applications, that are not provided or accessible by the district unless a specific exception is noted below.
- Only a teacher, trainer, or other employee who has an extracurricular duty may use text messaging, and then only to communicate with students who participate in the extracurricular activity over which the employee has responsibility. An employee who communicates with a student using text messaging shall comply with the following protocol:
  - The employee shall send each text message to a group of students consisting of four (4) or more students;
  - The employee shall include at least one of the student’s parents or guardians as a recipient on each text message to the student so that the student and parent receive the same message;
  - The employee shall include his or her immediate supervisor as a recipient on each text message to the student so that the student and supervisor receive the same message; or
  - For each text message addressed to one or more students, the employee shall send a copy of the text message to the employee’s district email address.

- The employee shall limit communications to matters within the scope of the employee’s professional responsibilities (e.g., for classroom teachers, matters relating to class work, homework, and tests; for an employee with an extracurricular duty, matters relating to the extracurricular activity).
- The employee is prohibited from knowingly communicating with students through a personal social network page; the employee must create a separate social network page (“professional page”) for the purpose of communicating with students. The employee must enable administration and parents to access the employee’s professional page.
- The employee shall not communicate directly with any student between the hours of 11:00 p.m. and 5:00 a.m. An employee may, however, make public posts to a social network site, blog, or similar application at any time.
- The employee does not have a right to privacy with respect to communications with students and parents.
- The employee continues to be subject to applicable state and federal laws, local policies, administrative regulations, and the Texas Educators’ Code of Ethics including:
  - Compliance with the Public Information Act and the Family Educational Rights and Privacy Act (FERPA), including retention and confidentiality of student records. [See Policies CPC and FL]
  - Copyright law [Policy CY]
  - Prohibitions against soliciting or engaging in sexual conduct or a romantic relationship with a student. [See Policy DH]
- Upon request from administration, an employee will provide the phone number(s), social network site(s), or other information regarding the method(s) of electronic media the employee uses to communicate with one or more currently-enrolled students.
- Upon written request from a parent or student, the employee shall discontinue communicating with the student through email, text messaging, instant messaging, or any other form of one-to-one communication.
- An employee may request an exception from one or more of the limitations above by submitting a written request to his or her immediate supervisor.
- All staff are required to use school email accounts for all electronic communications with parents. Communication about school issues through personal email accounts or text messages are not allowed as they cannot be preserved in accordance with the district’s record retention policy.

- An employee shall notify his or supervisor in writing within one business day if a student engages in an improper electronic communication with the employee. The employee should describe the form and content of the electronic communication.

## **Public Information on Private Devices**

*Policy DH, GB*

Employees should not maintain district information on privately owned devices. Any district information must be forwarded or transferred to the district to be preserved. The district will take reasonable efforts to obtain public information in compliance with the Public Information Act. Reasonable efforts may include:

- Verbal or written directive
- Remote access to district-owned devices and services

## **Criminal History Background Checks**

*Policy DBAA*

Employees may be subject to a review of their criminal history record information at any time during employment. National criminal history checks based on an individual's fingerprints, photo, and other identification will be conducted on certain employees and entered into the Texas Department of Public Safety (DPS) Clearinghouse. This database provides the district and SBEC with access to an employee's current national criminal history and updates to the employee's subsequent criminal history.

## **Employee Arrests and Convictions**

*Policy DH, DHB, DHC*

An employee must notify his or her principal or immediate supervisor within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of any felony, and any of the other offenses listed below:

- Crimes involving school property or funds
- Crimes involving attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit that would entitle any person to hold or obtain a position as an educator
- Crimes that occur wholly or in part on school property or at a school-sponsored activity
- Crimes involving moral turpitude

Moral turpitude includes the following:

- Dishonesty
- Fraud
- Deceit
- Theft
- Misrepresentation
- Deliberate violence
- Base, vile, or depraved acts that are intended to arouse or gratify the sexual desire of the actor
- Crimes involving any felony possession or conspiracy to possess, or any misdemeanor or felony transfer, sale, distribution, or conspiracy to transfer, sell, or distribute any controlled substance
- Felonies involving driving while intoxicated (DWI)
- Acts constituting abuse or neglect under the Texas Family Code.

If an educator is arrested or criminally charged, the superintendent is also required to report the educator's criminal history to the Division of Investigations at TEA.

**Certified Employees.** The superintendent and directors are required to report the misconduct or criminal history of a certified employee or individual applying for certification or permit to TEA Division of Educator Investigations. Information about misconduct or allegations of misconduct of a certified employee obtained by a means other than the criminal history clearinghouse that results in termination, resignation, or criminal history (e.g., arrest, indictment, prosecution, conviction, or other disposition by the criminal justice system, including probation and deferred adjudication) will be reported to TEA.

Misconduct or allegations of misconduct include:

- Abused or otherwise committed an unlawful act with a student or minor
- Possessed, transferred, sold, or distributed a controlled substance
- Illegally transferred, appropriated, or expended school property or funds
- Attempted by fraudulent means to obtain or alter any certificate or permit to gain employment or additional compensation

- Committed a criminal offense on school property or at a school-sponsored event, or
- Solicited or engaged in sexual conduct or a romantic relationship with a student or minor

**Uncertified Employees.** Misconduct or criminal history of an uncertified employee also must be reported to TEA. Information about misconduct or the allegations of misconduct obtained by a means other than the criminal history clearinghouse that results in termination, resignation, or criminal history (e.g., arrest, indictment, prosecution, conviction, or other disposition by the criminal justice system, including probation and deferred adjudication) will be reported to TEA.

Misconduct or allegations of misconduct include:

- Abuse or unlawful act with a student or minor, or
- Involvement in a romantic relationship with or solicited or engaged in sexual contact with a student or minor

## **Alcohol and Drug-Abuse Prevention**

*Policy DH*

Eula ISD is committed to maintaining an alcohol- and drug-free environment and will not tolerate the use of alcohol and illegal drugs in the workplace and at school-related or school-sanctioned activities on or off school property. Employees who use or are under the influence of alcohol or illegal drugs as defined by the Texas Controlled Substances Act during working hours may be dismissed. The district's policy regarding employee drug use follows:

[https://pol.tasb.org/Policy/Search/252?filter=DH%20\(local\)](https://pol.tasb.org/Policy/Search/252?filter=DH%20(local))

## **Tobacco Products and E-Cigarette Use**

*Policies DH, FNCD, GKA*

State law prohibits smoking, using tobacco products, or e-cigarettes on all district-owned property and at school-related or school-sanctioned activities, on or off school property. This includes all buildings, playground areas, parking facilities, and facilities used for athletics and other activities. Drivers of district-owned vehicles are prohibited from smoking, using tobacco products, or e-cigarettes while inside the vehicle. Notices stating that smoking is prohibited by law and punishable by a fine are displayed in prominent places in all school buildings.

## **Fraud and Financial Impropriety**

### *Policy CAA*

All employees should act with integrity and diligence in duties involving the district's financial resources. The district prohibits fraud and financial impropriety, as defined below. Fraud and financial impropriety include the following:

- Forgery or unauthorized alteration of any document or account belonging to the district
- Forgery or unauthorized alteration of a check, bank draft, or any other financial document
- Misappropriation of funds, securities, supplies, or other district assets including employee time
- Impropriety in the handling of money or reporting of district financial transactions
- Profiteering as a result of insider knowledge of district information or activities
- Unauthorized disclosure of confidential or proprietary information to outside parties
- Unauthorized disclosure of investment activities engaged in or contemplated by the district
- Accepting or seeking anything of material value from contractors, vendors, or other persons providing services or materials to the district, except as otherwise permitted by law or district policy
- Inappropriately destroying, removing, or using records, furniture, fixtures, or equipment
- Failing to provide financial records required by federal, state, or local entities
- Failure to disclose conflicts of interest as required by law or district policy
- Any other dishonest act regarding the finances of the district
- Failure to comply with requirements imposed by law, the awarding agency, or a pass-through entity for state and federal awards

## **Conflict of Interest**

### *Policy CB, DBD*

Employees are required to disclose in writing to the district any situation that creates a potential conflict of interest with proper discharge of assigned duties and responsibilities or

creates a potential conflict of interest with the best interests of the district. This includes the following:

- A personal financial interest
- A business interest
- Any other obligation or relationship
- Non-school employment

Employees should contact their supervisor for additional information.

## **Gifts and Favors**

### *Policy DBD*

Employees may not accept gifts or favors that could influence, or be construed to influence, the employee's discharge of assigned duties. The acceptance of a gift, favor, or service by an administrator or teacher that might reasonably tend to influence the selection of textbooks, electronic textbooks, instructional materials or technological equipment may result in prosecution of a Class B misdemeanor offense. This does not include staff development, teacher training, or instructional materials such as maps or worksheets that convey information to students or contribute to the learning process.

## **Copyrighted Materials**

### *Policy CY*

Employees are expected to comply with the provisions of federal copyright law relating to the unauthorized use, reproduction, distribution, performance, or display of copyrighted materials (i.e., printed material, videos, computer data and programs, etc.). Electronic media, including motion pictures and other audiovisual works, are to be used in the classroom for instructional purposes only. Duplication or backup of computer programs and data must be made within the provisions of the purchase agreement.

## **Associations and Political Activities**

### *Policy DGA*

The district will not directly or indirectly discourage employees from participating in political affairs or require any employee to join any group, club, committee, organization, or association. Employees may join or refuse to join any professional association or organization.

An individual's employment will not be affected by membership or a decision not to be a member of any employee organization that exists for the purpose of dealing with employers

concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work. Use of district resources including work time for political activities is prohibited.

The district encourages personal participation in the political process, including voting. Employees who need to be absent from work to vote during the early voting period or on election day must communicate with their immediate supervisor prior to the absence.

## **Charitable Contributions**

### *Policy DG*

The Board or any employee may not directly or indirectly require or coerce an employee to make a contribution to a charitable organization or in response to a fundraiser. Employees cannot be required to attend a meeting called for the purpose of soliciting charitable contributions. In addition, the Board or any employee may not directly or indirectly require or coerce an employee to refrain from making a contribution to a charitable organization or in response to a fundraiser or attending a meeting called for the purpose of soliciting charitable contributions.

## **Safety and Security**

### *Policy CK series*

The district has developed and promotes a comprehensive program to ensure the safety and security of its employees, students, and visitors. The safety and security program includes written guidelines and procedures for responding to emergencies and activities to help reduce the frequency of accidents and injuries. See Emergencies on page 54 for additional information.

Employees must follow established protocols and response to emergencies for each campus and department. Refer to written security procedures specific to your location and work area.

To prevent or minimize injuries to employees, coworkers, and students and to protect and conserve district equipment, employees must comply with the following requirements:

- Observe all safety rules.
- Keep work areas clean and orderly at all times.
- Immediately report all accidents to their supervisor.
- Operate only equipment or machines for which they have training and authorization.

While driving on district business, employees are required to abide by all state and local traffic laws. Employees driving on district business are prohibited from texting and using other electronic devices that require both visual and manual attention while the vehicle is in motion.

Employees will exercise care and sound judgment on whether to use hands-free technology while the vehicle is in motion.

Employees with questions or concerns relating to safety programs and issues can contact their campus administrator.

## **Possession of Firearms and Weapons**

*Policies DH, FNCG, GKA*

Employees, visitors, and students, including those with a license to carry a handgun, are prohibited from bringing firearms, knives, clubs, or other prohibited weapons onto school premises (i.e., building or portion of a building) or any grounds or building where a school-sponsored activity takes place. A person, including an employee, who holds a license to carry a handgun may transport or store a handgun or other firearm or ammunition in a locked vehicle in a parking lot, garage, or other district provided parking area, provided the handgun or firearm or ammunition is properly stored, and not in plain view. To ensure the safety of all persons, employees who observe or suspect a violation of the district's weapons policy should report it to their supervisor, the Chief of Police for EISD or call 911 immediately.

## **Visitors in the Workplace**

*Policy GKC*

All visitors are expected to enter any district facility through the main entrance and sign in or report to the building's main office. Authorized visitors will receive directions or be escorted to their destination. Employees who observe an unauthorized individual on the district premises should immediately direct him or her to the building office or contact the administrator in charge.

## **Asbestos Management Plan**

*Policy CKA*

The district is committed to providing a safe environment for employees. An accredited management planner has developed an asbestos management plan for each school. A copy of the district's management plan is kept in the maintenance office and is available for inspection during normal business hours.

## **Pest Control Treatment**

*Policies CLB, DI*

Employees are prohibited from applying any pesticide or herbicide without appropriate training and prior approval of the integrated pest management (IPM) coordinator. Any application of

pesticide or herbicide must be done in a manner prescribed by law and the district's integrated pest management program.

Notices of planned pest control treatment will be posted in a district building 48 hours before the treatment begins. Notices are generally located front windows or doors of the campuses or Administration building. In addition, individual employees may request in writing to be notified of pesticide applications. An employee who requests individualized notice will be notified by telephone, written, or electric means. Pest control information sheets are available from campus principals or facility managers upon request.

## **Other Topics**

**Copy Machines:** Copy machines are intended for school use only. A charge of 10¢ per copy will be charged for any use that is not for instructional use and that is not school related. Prior permission must be obtained for any non-school use of the copy machines. Contact the campus principal for further information. Students are not allowed in the teachers' workroom to make copies for themselves or for teachers. A copier is available in the library for student use.

# General Procedures

## Emergency School Closing

The district may close schools because of severe weather, epidemics, or other emergency conditions. When such conditions exist, the Superintendent will make the official decision concerning the closing of the district's facilities. When it becomes necessary to open late, to release students early, or to cancel school, district officials will post a notice on the district's website, push via the EISD App, and notify the following radio and television stations:

***KEAN (FM 105.1), KTAB (Channel 32), KRBC (Channel 9 or 5), or KTXS (Channel 12)***

## Emergencies

*Policies CKC, CKD*

All employees should be familiar with the safety procedures for responding to emergencies, including a medical emergency. Employees should locate evacuation diagrams posted in their work areas and be familiar with shelter in place, lockout, and lockdown procedures. Emergency drills will be conducted to familiarize employees and students with safety and evacuation procedures. Each campus is equipped with an automatic external defibrillator. Fire extinguishers are located throughout all district buildings. Employees should know the location of these devices and procedures for their use.

## Purchasing Procedures

*Policy CH*

All requests for purchases must be submitted to the central administration office on an official district purchase order (PO) form with the appropriate approval signatures. No purchases, charges, or commitments to buy goods or services for the district can be made without a PO number. The district will not reimburse employees or assume responsibility for purchases made without authorization. Employees are not permitted to purchase supplies or equipment for personal use through the district's business office. Contact the campus administrator or Josh Fostel for additional information on purchasing procedures.

## Name and Address Changes

It is important that employment records be kept up to date. Employees must notify the central office if there are any changes or corrections to their name, home address, contact telephone

number, marital status, emergency contact, or beneficiary. The form to process a change in personal information can be obtained from campus administration or the central office.

## **Personnel Records**

*Policy DBA, GBA*

Most district records, including personnel records, are public information and must be released upon request. In most cases, an employee's personal email address is confidential and may not be released without the employee's permission.

Employees may choose to have the following personal information withheld:

- Address
- Phone number, including personal cell phone number
- Emergency contact information
- Information that reveals whether they have family members

The choice to not allow public access to this information or change an existing choice may be made at any time by submitting a written request to the central office. New or terminated employees have 14 days after hire or termination to submit a request. Otherwise, personal information may be released to the public until a request to withhold the information is submitted or another exception for release of information under law applies. An employee is responsible for notifying the district if he or she is subject to any exception for disclosure of personal or confidential information.

## **Facility Use**

*Policies DGA, GKD*

Employees who wish to use district facilities after school hours must follow established procedures. Debra Frazier is responsible for scheduling the use of facilities after school hours. Contact Debra Frazier to request to use school facilities and to obtain information on the fees charged.

# Termination of Employment

## Resignations

*Policy DFE, DHB*

**Contract Employees.** Contract employees may resign their position without penalty at the end of any school year if written notice is received at least 45 days before the first day of instruction of the following school year. A written notice of resignation should be submitted to the superintendent or other persons designated by the board of trustees. Supervisors who have not been designated by the board to accept resignations shall instruct the employee to submit the resignation to the superintendent or other person designated by board action.

Contract employees may resign at any other time only with the approval of the superintendent or the board of trustees. Resignation without consent may result in disciplinary action by the State Board for Educator Certification (SBEC).

The principal is required to notify the superintendent of an educator's resignation within seven business days following an alleged incident of misconduct for any of the acts listed in *Reports to Texas Education Agency* on page 58. The superintendent will notify SBEC when an employee resigns and there is evidence to indicate that the employee has engaged in such misconduct.

**Noncontract Employees.** Noncontract employees may resign their position at any time. A written notice of resignation should be submitted to the superintendent at least two weeks prior to the effective date. Employees are encouraged to include the reasons for leaving in the letter of resignation but are not required to do so.

The principal is required to notify the superintendent of a noncertified employee's resignation or termination within seven business days following an alleged incident of misconduct of abuse of a student or was involved in a romantic relationship with or solicited or engaged in sexual conduct with a student or minor. The superintendent will notify TEA within seven business days of receiving a report from a principal, or of knowing about an employee's resignation or termination following an alleged incident of misconduct described above.

## Dismissal or Nonrenewal of Contract Employees

*Policies DF Series, DHB*

Employees on probationary, term, and continuing contracts can be dismissed during the school year according to the procedures outlined in district policies. Employees on probationary or term contracts can be non-renewed at the end of the contract term. Contract employees dismissed during the school year, suspended without pay, or subject to a reduction in force are entitled to receive notice of the recommended action, an explanation of the charges against them, and an opportunity for a hearing. The timelines and procedures to be followed when a

suspension, termination, or nonrenewal occurs will be provided when a written notice is given to an employee.

The principal is required to notify the superintendent of an educator's termination within seven business days following an alleged incident of misconduct for any of the acts listed in Reports to Texas Education Agency on page 58. The superintendent will notify SBEC when an employee is terminated and there is evidence to indicate that the employee has engaged in such misconduct.

Advance notification requirements do not apply when a contract employee is dismissed for failing to obtain or maintain appropriate certification or when the employee's certification is revoked for misconduct. Information on the timelines and procedures can be found in the DF series policies that are provided to employees or are available Online.

## **Dismissal of Noncontract Employees**

*Policies DCD, DP*

Noncontract employees are employed at will and may be dismissed without notice, a description of the reasons for dismissal, or a hearing. It is unlawful for the district to dismiss any employee for reasons of race, color, religion, sex, national origin, age, disability, military status, genetic information, any other basis protected by law, or in retaliation for the exercise of certain protected legal rights. Noncontract employees who are dismissed have the right to grieve the termination. The dismissed employee must follow the district process outlined in this handbook when pursuing the grievance. (See *Complaints and Grievances*, page 34.)

The principal is required to notify the superintendent of a noncertified employee's resignation or termination within seven business days following an alleged incident of misconduct of abuse of a student or was involved in a romantic relationship with or solicited or engaged in sexual conduct with a student or minor. The superintendent will notify TEA within seven business days of receiving a report from a principal or knew about an employee's resignation or termination following an alleged incident of misconduct described above.

## **Discharge of Convicted Employees**

*Policy DF*

The district shall discharge any employee who has been convicted of or placed on deferred adjudication community supervision for an offense requiring the registration as a sex offender or convicted of a felony under Title 5 Penal Code if the victim was a minor.

If the offense is more than 30 years before the date the person's employment began or the person satisfied all terms of the court order entered on conviction the requirement to discharge does not apply.

## Exit Interviews and Procedures

Exit interviews will be scheduled for all employees leaving the district. Information on the continuation of benefits, release of information, and procedures for requesting references will be provided at this time. Separating employees are asked to provide the district with a forwarding address and phone number and complete a questionnaire that provides the district with feedback on his or her employment experience. All district keys, books, property, including intellectual property, and equipment must be returned upon separation from employment.

## Reports to Texas Education Agency

*Policies DF, DHB, DHC*

**Certified Employees.** The resignation or termination of a certified employee must be reported to the Division of Investigations at TEA if there is evidence that the employee was involved in any of the following:

- Any form of sexual or physical abuse of a minor, or any other unlawful conduct with a student or a minor
- Soliciting or engaging in sexual contact or a romantic relationship with a student or minor
- The possession, transfer, sale, or distribution of a controlled substance
- The illegal transfer, appropriation, or expenditure of district or school property or funds
- An attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit for the purpose of promotion or additional compensation
- Committing a criminal offense or any part of a criminal offense on district property or at a school-sponsored event.

The reporting requirements above are in addition to the superintendent's ongoing duty to notify TEA when a certified employee or an applicant for certification has a reported criminal history or engaged in conduct violating the assessment security procedures established under TEC §39.0301. "Reported criminal history" means any formal criminal justice system charges and dispositions including arrests, detentions, indictments, criminal information, convictions, deferred adjudications, and probations in any state or federal jurisdiction that is obtained by a means other than the Fingerprint-based Applicant Clearinghouse of Texas (FACT).

**Noncertified Employees.** The voluntary or involuntary separation of a noncertified employee from the district must be reported to the Division of Investigations at TEA by the superintendent if there is evidence the employee abused or otherwise committed an unlawful

act with a student or minor, was involved in a romantic relationship with a student or minor, or solicited or engaged in sexual contact with a student or minor.

## **Reports Concerning Court-Ordered Withholding**

The district is required to report the termination of employees that are under court order or writ of withholding for child support or spousal maintenance. Notice of the following must be sent to the support recipient and the court or, in the case of child support, the Texas Attorney General Child Support Division:

- Termination of employment not later than the seventh day after the date of termination
- Employee's last known address
- Name and address of the employee's new employer, if known

# Student Issues

## Equal Educational Opportunities

*Policies FB, FFH*

In an effort to promote nondiscrimination and as required by law, Eula ISD does not discriminate on the basis of race, color, religion, national origin, age, sex, or disability in providing education services, activities, and programs, including Career and Technical Education (CTE) programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

## Student Records

*Policy FL*

Student records are confidential and are protected from unauthorized inspection or use. Employees should take precautions to maintain the confidentiality of all student records. The following people are the only people who have general access to a student's records:

- Parents: Married, separated, or divorced unless parental rights have been legally terminated and the school has been given a copy of the court order terminating parental rights
- The student: The rights of parents transfer to a student who turns 18 or is enrolled in an institution of post-secondary education. A district is not prohibited from granting the student access to the student's records before this time.
- School officials with legitimate educational interests

The student handbook provides parents and students with detailed information on student records. Parents or students who want to review student records should be directed to the campus principal for assistance.

## Parent and Student Complaints

*Policy FNG*

In an effort to hear and resolve parent and student complaints in a timely manner and at the lowest administrative level possible, the board has adopted orderly processes for handling complaints on different issues. Any campus office or the superintendent's office can provide parents and students with information on filing a complaint.

Parents are encouraged to discuss problems or complaints with the teacher or the appropriate administrator at any time. Parents and students with complaints that cannot be resolved to their satisfaction should be directed to the campus principal. The formal complaint process provides parents and students with an opportunity to be heard up to the highest level of management if they are dissatisfied with a principal's response.

## **Administering Medication to Students**

*Policy FFAC, FFAF*

Only designated employees may administer prescription medication, nonprescription medication, and herbal or dietary supplements to students. Exceptions apply to the administration of medication for respiratory distress, medication for anaphylaxis (e.g., EpiPen<sup>®</sup>), opioid antagonists, and medication for diabetes management, if the medication is administered in accordance with district policy and procedures. A student who must take any other medication during the school day must bring a written request from his or her parent and the medicine in its original, properly labeled container. Contact the principal or school nurse for information on procedures that must be followed when administering medication to students. Eula ISD does not administer wholistic or natural supplements to students.

## **Dietary Supplements**

*Policies DH, FFAC*

District employees are prohibited by state law from knowingly selling, marketing, or distributing a dietary supplement that contains performance-enhancing compounds to a student with whom the employee has contact as part of his or her school district duties. In addition, employees may not knowingly endorse or suggest the ingestion, intranasal application, or inhalation of a performance-enhancing dietary supplement to any student.

## **Psychotropic Drugs**

*Policy FFAC*

A psychotropic drug is a substance used in the diagnosis, treatment, or prevention of a disease or as a component of a medication. It is intended to have an altering effect on perception, emotion, or behavior and is commonly described as a mood- or behavior-altering substance.

District employees are prohibited by state law from doing the following:

- Recommending that a student use a psychotropic drug
- Suggesting a particular diagnosis

- Excluding from class or school-related activity a student whose parent refuses to consent to a psychiatric evaluation or to authorize the administration of a psychotropic drug to a student.

## **Student Conduct and Discipline**

### *Policies in the FN series and FO series*

Students are expected to follow the classroom rules, campus rules, and rules listed in the Student Handbook and Student Code of Conduct. Teachers and administrators are responsible for taking disciplinary action based on a range of discipline management strategies that have been adopted by the district. Other employees that have concerns about a particular student's conduct should contact the classroom teacher or campus principal.

## **Student Attendance**

### *Policy FEB*

Teachers and staff should be familiar with the district's policies and procedures for attendance accounting. These procedures require minor students to have parental consent before they are allowed to leave campus. When absent from school, the student upon returning to school, must bring a note signed by the parent that describes the reason for the absence. These requirements are addressed in campus training and in the student handbook. Contact the campus principal for additional information.

## **Bullying**

### *Policy FFI*

Bullying is defined by §TEC 37.0832. All employees are required to report student complaints of bullying, including cyberbullying, to the campus counselor or administrator. The district's policy includes definitions and procedures for reporting and investigating bullying of students and is reprinted below:

[https://pol.tasb.org/Policy/Search/252?filter=FFI\(Local\)](https://pol.tasb.org/Policy/Search/252?filter=FFI(Local))

## **Hazing**

### *Policy FNCC*

Students must have prior approval from the principal or designee for any type of "initiation rites" of a school club or organization. While most initiation rites are permissible, engaging in or permitting "hazing" is a criminal offense. Any teacher, administrator, or employee who observes a student engaged in any form of hazing, who has reason to know or suspect that a

student intends to engage in hazing or has engaged in hazing must report that fact or suspicion to the designated campus administrator.

# District Policies

---

## Accident Report

If an accident occurs under your supervision, you are to fill out an incident report and turn it in to your campus principal immediately.

## Activity Fund Management

Each school shall have and maintain a student activities account to manage class funds, organization funds, and any other funds into which students have put money in the name of the school. All monies collected shall be receipted by the principal or a designee and deposited to the appropriate District account at the District depository on the same day if possible.

The principal of the school shall be responsible for the proper administration of each organization's funds in accordance with state and local law. Student activity funds shall be included in the annual audit of the District's fiscal accounts.

Monies collected by student groups shall be disbursed only for purposes authorized by the organization or upon approval of the sponsor. The principal or a designee shall approve all disbursements. All funds raised by student organizations must be expended for the benefit of the students.

## Advertising & Fundraising

### *Policy GKB*

School facilities shall not be used to advertise, promote, sell tickets, distribute materials, or collect funds for any organization or program defined as political or sectarian in nature without prior approval of the Superintendent or designee.

In consideration of proposals, the Superintendent or designee shall reject proposals or materials that are reasonably foreseeable to be disruptive, libelous, obscene, inflammatory, sexually inappropriate for the age of the audience, or that endangers the health or safety of students. Such proposals shall be acted upon within five days, and decisions may be appealed to the Board.

Nonprofit civic or cultural organizations may be permitted to advertise shows, events, or activities, distribute free tickets or discount options, or make commercial announcements in schools, by prior approval of the Superintendent or designee. Schools shall not sell tickets, collect funds, or distribute advertising literature by or through students without prior approval of the Superintendent or designee.

\*All fund-raising activities by student groups for school-sponsored projects must receive prior administrative approval. Clubs and organizations shall be limited to two fund-raising activities during the school year, excluding the concession stand. Student participation in approved fund-raising activities shall not interfere with the regular instructional program.\*

## **Before & After School Work**

If it is necessary for pupils to work or practice before or after school, the teacher shall be with them, or make arrangements for another teacher to be present. Example: When the gym is open for shooting—a coach will be present at all times.

## **Care of Building & Equipment**

Equipment is provided for the use of the teachers and the students. Each teacher must assume the responsibility of caring for the equipment under his/her supervision. All equipment borrowed should be promptly returned. A teacher should be especially attentive about the return of any equipment borrowed by a group for which he/she is sponsor.

Teachers should observe students carefully to see that they do not deface or damage school property. Any student observed damaging school property will be reported.

## **Employee Identification Badges**

Employee identification badges are to be worn by employees at all times while on any campus of Eula ISD to promote safety and improve employee relations. Employees should keep badges in safekeeping and report any lost or stolen badge to the campus principal or the technology director. The replacement fee for lost badges will be \$10.00, payable by the employee.

Upon separation from employment with Eula ISD, employee badges are to be returned to the campus principal or the replacement fee will be taken from the employee's final check.

## **Eye Protective Devices**

Every teacher and student participating in shop or laboratory activities involving any of the following shall wear eye-protective devices meeting the standards of the State Department of Health:

1. Hot molten metals
2. Milling, sawing, turning, shaping, cutting, or stamping of any solid materials
3. Heat treatment, tempering, or kiln firing of any metal or other materials
4. Gas or electric arc welding
5. Caustic or explosive materials
6. Caustic or explosive chemicals or hot liquids or solids

## **Faculty Dress & Grooming**

Eula ISD recognizes that teachers are the front-line representatives of our school, and that professional attire helps set the tone of an educational system. An employee's dress and grooming shall be clean, neat, in a manner appropriate for his or her assignment, and in accordance with any additional standards established by his or her supervisor and approved by the Superintendent.

Employees are expected to dress professionally and appropriately, in accordance with a business atmosphere and conducive to an effective learning environment, always serving as a role model for students while working in the capacity of an employee of the district and at public places/events where employees may encounter students and families, members of the community, etc.

Clothing must be neat, clean, in good repair, and appropriate at all times. Employees' attire should, always, be distinguishable from students' attire. Hair must be groomed, neatly kept, not impair eyesight nor serve as a distraction from the learning environment. Employees shall not wear clothing with emblems, sayings, jewelry, or similar items that are obscene, distracting, or may cause disruptions to the education environment.

Low cut tops, see through clothing, clothing that is too tight or too large, off-the-shoulder, sleeveless, halter style, tank tops, or clothing that reveals the midriff, cleavage or undergarments is not allowed. Skirts and dresses should be no shorter than 3 inches about the knee. Leggings or other snug, form fitting materials (ex: yoga pants) should be covered by a dress or top that is no more than 3 inches above the knee. Shorts are not permitted, with the exception of employees who work in the Physical Education/ Athletics/Outdoor areas (No shorts in academic areas). Flip-flops and/or beachwear shoes are not permitted. Functional footwear is required for safety reasons, unless otherwise determined by the administration.

Teachers are not allowed to wear nose, tongue, or other piercings (with the exception that female teachers may wear piercings in ears.)

Teachers should not have visible tattoos in areas above the collar (ex. neck/face/ear). Additionally, teachers should not have visible tattoos that are obscene, vulgar, advocate sexual, racial, ethnic, or religious discrimination, overall distracting to the educational environment, or otherwise deemed unacceptable by the administration. Teachers will be asked to cover those tattoos deemed unacceptable.

Teachers are allowed to wear T-shirts on game days, spirit days, and on Fridays. Blue jeans are not appropriate except on Fridays or other designated days by administration.

It is the wish of the local administration that all Eula educators define their professional image, at least partially, through appropriate apparel. It is not our intent to attempt a definition of what should be worn; rather, it is our desire to respectfully remind the faculty of certain styles

that indeed do distract and should be avoided. As an example, T-shirts are not to be worn except on "Spirit Days."

The Campus Principal shall be responsible for evaluating and enforcing the standards of professional appearance based on his/her evaluation of the impact an individual's appearance has upon the school climate, educational process, or the school's image in the community.

Any employee deemed inappropriately dressed according to their principal or supervisor will be sent home until he/she returns with appropriate professional attire.

### **Faculty Meetings**

Faculty meetings will be held as planned and scheduled by the principal. Attendance at faculty meetings is mandatory.

### **Field Trips Policies & Procedures**

All field trip requests are to be submitted to the principal in writing at least 14 calendar days prior to departure date. It will be the responsibility of the principal to determine if the field trip is a justified educational activity and either approve or disapprove the request. It shall also be the responsibility of the sponsor to secure transportation (including qualified drivers) for these educational field trips. All field trips should return to the school no later than 20 minutes before the end of the school day unless prior approval is provided by the campus principal.

All school clubs and organizations must meet regularly throughout the school year in order to receive district approval to participate in field trips

### **Grading Policies**

Grade reporting should give an accurate and up to date record of the student's progress and attendance in the subject studies. Teachers should keep their grade books in such a way that they will not be ashamed for other people to see them. It will be filed at the end of the year as permanent records with the principal. Grade books may be audited by the principal each six weeks.

Guidelines for grade reporting are as follows:

1. Record a minimum of 12 grades per six weeks (averaging two grades per week).
2. Record at least 2 different/separate major test grades per six weeks.
3. When averaging grades, round to the nearest whole number.
4. Final grades should be supported by grades recorded in grade books. [Please do not give a 69. If a student makes a 68.5-68.9 then he/she receives a 68. If a student makes a 69.0-69.9, then you record a 70.]

5. Only numerical averages are to be recorded in gradebooks and on grade sheets for secondary students.
6. Final grades for Kindergarten will be letter grades only or reports generated through ESGI program.
7. Final grades for 1<sup>st</sup>-5<sup>th</sup> will be number grades in math, language arts, social studies, and science. All semester grades stand-alone for grades 1<sup>st</sup>-5<sup>th</sup>. Six-weeks grades will be composed of 60% independent practice and 40% checks for mastery of the TEKS.
8. All semester grades stand-alone for grades 6<sup>th</sup>-8<sup>th</sup>. Six-weeks grades will be composed of 60% independent practice and 40% checks for mastery of the TEKS. Semester tests will be considered cumulative/summative checks for mastery and are mandatory for all areas. Semester tests will count 1/10<sup>th</sup> for 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> grades.
9. All semester grades stand-alone for grades 9-12. Six-weeks grades will be composed of 50% independent practice and 50% checks for mastery of the TEKS. Semester tests will be considered cumulative/summative checks for mastery and are mandatory for all areas. Semester exams for all high school students will count for 1/7<sup>th</sup> of the semester grade for all high school students.
10. A zero (0) or (M) for missing must be recorded for work not attempted or work that is not turned in on time. If needed, teachers may utilize other measures to improve students' responsibility in doing schoolwork such as detention, PE time, extracurricular time etc. See late work policy below for grading.
11. Late Work policy: An assignment is considered late if it is turned in after the due date, due to student choice and not absence. Late assignments will receive a maximum penalty of thirty (30) points on a 100-point scale and will be accepted up to two (2) days late. However, work submitted within two (2) days and that earns a passing score will earn a minimum score of 70. A zero will be recorded for work not turned in within two days of the due date. Extenuating circumstances will be individually addressed by the teacher.
12. A minimum passing grade is no longer allowed by law.
13. High school teachers are to retain all semester exams and turn in one copy to the principal. Teachers are encouraged to return all other tests.
14. A teacher may assign varying weights to assignments or projects that are of greater importance toward the student's grade. In other words, an important term paper could be counted as much as one grade per week (for each week's assignment), not to exceed four grades per six weeks.
15. Either in the grade book or on separate-but-attached sheets, teachers must track the TEKS objective mastery of each student. Students should master a minimum of 70% of objectives in order to maintain a passing grade.
16. Teachers are strongly encouraged to develop objective tests with no fewer than ten questions. If tests have fewer than ten questions, they should be in essay form in order that students have an adequate chance of displaying their knowledge.
17. Teachers will record absences in their computers each period through Ascender. You will mark the students only if they are absent. The High School Secretary will make any changes to the "type" of absence recorded.
18. Teachers **MUST** make and document two parent/guardian contacts of students who are failing before the end of the six-weeks. (Progress Reports can count as one contact)

Grades and attendance will be monitored by the principal through Ascender.

### **Lesson Plan Format & Procedure**

Lesson plans are an essential part of effective teaching and student success. Each teacher is required to prepare lesson plans in advance of weekly instruction. Lesson plans will be submitted on-line using the template provided in Eduphoria via Forethought or through the program specified by campus principal. When using the lesson plan template, email finished product to the campus principal and post it on your teacher website. Be sure to keep your lesson plans either in the computer or print a hardcopy. Lesson plan books are still available if needed. Lesson plans are due weekly at the time and date assigned by campus administration, except for holidays, then the next available workday.

Failure to submit thorough lesson plans on a timely basis may affect T-TESS domain IV.

### **Make-up Work**

When the student has failed to turn in required work because of an excused absence, the student will be given the same number of days missed to make up work and receive full credit.

Work missed during truancy, period of expulsion, or unexcused absence will result in a grade not to exceed 70 given for all such work.

Teachers should see that make-up work is available the day the student returns to school. This make-up work is to relate to the material covered during the period of absence. It is, however, the student's responsibility to request any/all assignments from his/her teachers.

### **Prayer & Meditation**

A student has an absolute right to individually, voluntarily, and silently pray or meditate in school in a manner that does not disrupt the instructional or other activities of the school. However, faculty members are not to assume leadership roles in such prayers or meditations.

A person may not require, encourage, or coerce a student to engage in or refrain from such prayer or meditation during any school activity.

### **Progress Reports to Parents**

Computer generated reports of student's grades and absences shall be issued to parents at least once every six weeks. At the end of the first three weeks of a grading period, parents shall be notified if the student's grade average is near or below 75.

## School Sponsored Trips

School sponsored trips will be made during the school year for the various activities in which students of Eula will participate. Parents and students are requested to study the following regulations concerning school-sponsored trips.

For school-sponsored trips, students must:

1. Travel by school arranged transportation unless the parents specifically gain prior approval from the principal or designee, to return by other means.
2. Be under the supervision of a sponsor and shall be expected to conduct themselves as ladies and gentlemen.
3. Dress appropriate for the occasion. If there are any questions as to attire, ask the sponsor.
4. Make-up work missed, although students missing school on a school sponsored trip will not be counted absent. Students should make arrangements with the teachers for this make-up work before the trip is made.
5. NOT be currently assigned to in-school or out-of-school suspension or home-based instruction. Otherwise, students will be prohibited from attending ANY school related activity.
6. Have NOT been assigned to in-school suspension on more than one occasion or for a total of 3 or more days (or received alternative consequences such as corporal punishment, DAEP, or OSS) during the school year or have not met the 90% attendance rule. Otherwise, students will not be allowed to attend out-of-district field trips or class trips.
7. Be passing during the previous six-weeks and not currently having excessive missing assignments in any classes (2 or more zeros/missing assignments is considered excessive) to participate in any school sponsored, out-of-district school/class trips.
8. Have all fines/dues and books accounted for.
9. Students must also be in compliance with all bus safety guidelines found in the student handbook and not currently be suspended from bus privileges.
10. Students' ineligible from participation in a school/class trip must attend school on the day of the trip or ISS (In-School Suspension) will be assigned on the next day student returns to school. Excused absences must be approved by the campus principal in advance.
11. When overnight trips are made with students, the sponsor or coach should always examine the room occupied by the students before checking out of the hotel or motel to be sure everything is in good condition. If convenient, the sponsor or coach should have the manager of the lodging go with him/her to examine the rooms before checking out.
12. Teachers shall stay with and supervise students at all times.
13. If any problems occur during an overnight trip, a written report will be due in the principal's office the first day of return.
14. School trips will be kept to a minimum.

15. It will be the responsibility of the sponsoring teacher to present a list of names of those students requesting school leave and the nature of their activity to the principal and secretary AND faculty at least two weeks prior to the activity. This will give your fellow faculty members time to make adjustments in their lesson planning.
16. Students must wear seat belts when they are available.

\*\*\*\*No field trips are to be taken the last two weeks of each semester or at discretion of campus administrator.

### **School Work Policy**

Long-Term Assignments - Any assignment that is assigned five (5) or more days in advance of due date. The assignment will be due on due date. Long-term assignments include research papers, term papers, special projects and any other assignments that are given 5 or more days before due date. The assignment is due on the due date if the student is in attendance for any part of the day.

Contract Assignments - Any assignment, paper, or project that is written in contractual form and has space for student, parent, and teacher signatures. All contract assignments are due on due date with or without signatures.

Short-term Assignments - Daily assignments that are due anywhere from one (1) to four (4) days. This area covers most day-to-day schoolwork and is due on day determined as date due.

All above assignments are to be turned in to assigning teacher on due date. The due date remains in effect even if the student has to be involved in extracurricular school activities on that due date. If a student is absent on due date, then assignment is due the next school day. If a student is absent with an excused absence on the day before assignment, then the student receives an extra day beyond the due date. If the absence the day before is unexcused, then the assignment is due on the regular due date.

### **Semester Exemption Policy**

This policy applies to all students in grades 9-12.

1. All students must take a final exam in their **core classes** (math, ELA, science, & social studies) for the fall semester. Exceptions to this will apply in the spring semester include:
  - a. Seniors may exempt all final exams in the spring semester if they meet the criteria set forth in point #3.
  - b. Students who passed the STAAR End-of-Course (Biology, English I, English II, US History, and/or Algebra 1) may exempt the corresponding final in the spring semester if they meet the criteria set forth in point #3.

Number of **elective classes** student is eligible to exempt is dependent upon grade level:

- 9<sup>th</sup> Grade Students: 1 exemption for both Fall and Spring Semesters
- 10<sup>th</sup> Grade Students: 2 exemptions for both Fall and Spring Semesters
- 11<sup>th</sup> Grade Students: All elective classes for exemptions for both Fall and Spring Semesters
- 12<sup>th</sup> Grade Students: All elective classes for exemptions for both Fall and Spring Semesters

2. Students may receive an exemption from final examinations if:

Student maintains an **85** or higher in the class for the semester.

Grades for advanced courses will be weighted prior to determining semester test exemptions.

Student has **3 or fewer** excused absences from the class.

College days for senior students (up to two days and approved in advance by the principal) will not count against students for the purpose of exemption from semester exams.

The attendance portion of the semester test exemption policy will be based on PEIMS data. (Dr.'s notes will be accepted.)

Student with unexcused absences may NOT exempt.

Student has NOT been assigned ISS, OSS, or DAEP during the semester.

Even if exempt, students may choose to take their semester exams. Taking the exam in this instance cannot lower the existing grade.

According to state law, students must be in attendance during the testing period.

### Senior Trip Guidelines

The following guidelines shall be observed in regard to Senior Trips:

- Six Flags is the Board-approved location for the Senior Trip. If another location is decided upon by the senior class, they must receive Board approval.
- Sponsors for the trip will be designated by the Board and will be professional school staff.
- The principal must approve all fundraising events, class meetings, and class announcements in advance.
- A fair and equitable system for determining the eligibility of students to participate in the trip must be established and agreed upon by all students and guardians prior to the first fund raising event. The sponsors and class officers will be responsible for maintaining accurate records and minutes of all meetings and activities. A copy of all the minutes shall be placed on file in the principal's office.

- Every effort should be made to minimize the burden placed upon the community for fundraising efforts. Once expenses for the trip have been met, all fund-raising efforts shall cease.
- The senior trip is a school-sponsored activity, and students are expected to conduct themselves in a manner consistent with acceptable school behavior.
- Students must be eligible (no pass/no play) to participate in the Senior trip and meet the 10% attendance rule.
- All school rules apply to the senior trip.
- All fines/books are to be current.

### **Supervision/Assigned Duties**

Each teacher shall walk to the gym/auditorium with his/her class and sit with his/her class during an assembly. Teachers should feel free to correct any student who might be creating a disturbance. All teachers will be expected to attend pep rallies whether they have a class or not. **\*Never leave students unattended.\***

To ensure that hall noise will be kept to a minimum; teachers are expected to stand in the hall outside of their classes during passing periods. This is a very effective tool in student behavior.

### **Textbooks**

The librarian is responsible for keeping a record of textbooks issued Teachers are responsible for checking to be sure that the books get the proper care. If a student damages a book through neglect or carelessness, the teacher should require the student to pay a fine or pay for the book if the book is beyond repair. Fines should be paid when books are damaged or lost. The principal will determine the method of assessing and collecting fines for damaged books or collecting payments for lost books. Book checks may be held at least one week prior to the last semester exam for the purpose of assessing fines.

A pupil is required by state textbook law to pay the full price for each textbook that is lost or destroyed. Students will not be allowed to take any textbooks home until he/she has taken care of their textbook fines.

State law requires that all books be covered while used by the student and each student is required to write his/her name in the book when it is issued. Please require all students to keep their textbooks covered at all times. This is a teacher's responsibility. Teachers will check students' books while they are in the room. Excessive papers stored in textbooks will damage textbooks.

## Transportation

The District will furnish transportation or transportation expenses. If you need a vehicle for school related travel, you are to turn in a transportation request at least three days prior to the date of departure. Contact Kathy Bross for all transportation requests.

If a school vehicle *is not* available, you will be reimbursed for the use of your personal vehicle at the rate determined by the state of Texas or Administration. If a school vehicle *is* available and you choose to use your personal vehicle, you will not be reimbursed for the fuel consumed while conducting school related business.

## Suggestions for Classroom Management

1. Make definite plans for the first day.
2. Learn the names of students quickly.
3. Use STAAR or other sponge activities at the beginning of class.
4. Have a definite system for collection and distribution of materials.
5. Keep the classroom tidy; do not allow paper to be collected on the floor or in the desk.
6. Impress upon students the importance of respect for school property.
7. Base your discipline on a DO rather than a DON'T basis.
8. Keep a positive atmosphere.
9. Think of your students as individuals rather than as a group.
10. Your planning should include long-term goals, as well as daily goals.
11. Rules are a dare to be broken; procedures are something to be learned and followed.
12. Try to avoid raising your voice to keep order. Avoid threats.
13. Try to develop good manners in all classroom relationships.
14. Avoid subjecting students to ridicule and embarrassment.
15. Have materials ready.
16. Make it a practice to be in your classroom ready to begin work when the bell rings.
17. Be sure to get the attention of the class before giving directions or making assignments. Have assignments written on the board when possible.
18. Be flexible. Deviate from the lesson plans, when necessary, but avoid being sidetracked on unrelated subjects.
19. Plan daily to take care of individual differences.
20. Seek information and advice from other school personnel.
21. Move freely about the room. Do not be chained to your desk.
22. Establish classroom regulations by the end of the first week.
23. Do not make a major issue out of trivial offenses.
24. Treat students as well-behaved individuals and expect them to live up to that standard.
25. Teachers must be aware of the fact that in the opinion of students, the most desirable trait they can exhibit is FAIRNESS.

# Index

- Administering medication, 63
- Administration, 8
- Alcohol and drug
  - abuse prevention, 50
  - testing, 12
- Arrests and convictions, 48
- Asbestos management plan, 54
- Assault leave, 30
- Associations and political activities, 52
- At-will employment, 11
- Automatic payroll deposits, 17
- Background checks, 48
- Bad weather closing, 56
- Benefits
  - cafeteria plan, 20
  - health insurance, 19
  - leave, 22
  - retirement, 21
  - supplemental insurance, 20
  - workers' compensation, 21, 30
- Bereavement leave, 31
- Board of Trustees
  - information, 7
  - meeting schedule, 8
  - members, 7
- Breaks, 14
- Breast milk, 14
- Bullying, 64
- Cafeteria plan benefits, 20
- Certification
  - health and safety training, 13
  - maintaining, 11
  - parent notification, 15
- Change of address, 56
- Charitable contributions, 53
- Child abuse
  - reporting, 41
  - sexual, 42
- Code of ethics, 37
- Committees, 16
- Compensation, 17
- Complaints
  - employee, 35
  - parent and student, 63
- Compliance coordinators, 9, 62
- Compliance with a subpoena, 31
- Conduct and welfare, 36
- Conflict of interest, 51
- Contract
  - employment, 10
  - noncertified employees, 10
  - nonrenewal, 58
- Copyright materials, 52
- Court appearances, 31
- Court-ordered withholding, 61
- Crime reporting, 42
- Criminal history, 48
- Dietary supplements, 63
- Directories
  - helpful contacts, 8
  - school, 8
- Discrimination
  - employee, 40
  - student, 62
- Dismissal
  - contract employees, 58
  - noncontract employees, 58
- District
  - communications, 34
  - description, 7
  - information, 7
  - map, 7
  - mission statement, 7
- Drug
  - abuse prevention, 50
  - psychotropic, 64
  - testing, 12
- E-cigarettes, 50

Electronic communications, 43, 45  
 Emergencies, 56  
 Employee  
     conduct and welfare, 36  
     involvement, 16  
     recognition, 34  
 Employment  
     after retirement, 10  
     at-will, 11  
     authorization documents, 11  
     contract, 10  
     noncontract, 10  
     outside, 15  
 Equal opportunity  
     educational, 62  
     employment, 9  
 Every Student Succeeds Act, 15  
 Exit interviews, 60  
 Facility use, 57  
 Family and medical leave, 25  
 Firearms, 54  
 Form I-9, 11  
 Fraud, 50  
 General procedures, 56  
 Gifts and favors, 52  
 Grievances, 35  
 Harassment, 40  
 Hazing, 65  
 Health insurance, 19  
 Health safety training, 13  
 Helpful contacts, 8  
 Insurance  
     health, 19  
     supplemental, 20  
     unemployment, 21  
 Internet use, 43, 45  
 Job vacancy announcements, 9  
 Jury duty, 31  
 Leave  
     assault, 30  
     bank, 25  
     bereavement, 31  
     court appearance, 31  
     discretionary, 24  
     extended, 24  
     family and medical, 25  
     jury duty, 31  
     local, 24  
     medical certification, 23  
     mental health, 32  
     military, 32  
     nondiscretionary, 24  
     payment upon separation, 33  
     peace officers, 32  
     personal, 23  
     police officer, 32  
     pool, 25  
     proration, 24  
     quarantine, 32  
     religious observance, 32  
     sick, 24  
     telecommunicator, 32  
     temporary disability, 29  
     truancy court appearance, 31  
     workers' compensation, 30  
 Maltreatment of children, 42  
 Medications, 63  
 Military leave, 32  
 Mission statement, 7  
 Mother-Friendly Worksite, 14  
 Name and address changes, 56  
 Nonrenewals, 58  
 Nursing mothers, 14  
 Outside employment, 15  
 Overpayments, 18  
 Overtime, 18  
 Parent and student complaints, 63  
 Parent notification, 15  
 Paychecks, 17  
 Payroll  
     automatic deposits, 17  
     deductions, 18  
     schedule, 17  
 Peace officer  
     mental health leave, 32  
     quarantine leave, 32  
 Performance evaluation, 16  
 Personal leave, 23

Personnel records, 57  
 Pest control treatment, 54  
 Police officer  
     illness or injury, 32  
 Political activities, 52  
 Possession of firearms and weapons, 54  
 Pregnant Workers Fairness Act, 15  
 Psychotropic drugs, 64  
 Public information, 48  
 Purchasing procedures, 56  
 Qualifying exigency, 28  
 Quarantine leave, 32  
 Reassignments, 13  
 Religious observance, 32  
 Resignations, 58  
     contract employees, 58  
     noncontract employees, 58  
 Retaliation, 40  
 Retirement  
     benefits, 21  
     employment after, 10  
 Safety, 53  
 Salaries, 17  
 School  
     calendar, 8  
     closing, 56  
     directory, 8  
 Scope and sequence, 43  
 Searches, 12  
 Security, 53  
 Sexual harassment, 40  
 Sick leave, 24  
 Staff development, 16  
 Standards of conduct, 36  
 Student  
     attendance, 64  
     bullying, 64  
     complaints, 63  
     dietary supplements, 63  
     discipline, 64  
     equal educational opportunities, 62  
     harassment, 40  
     hazing, 65  
     medication, 63  
     records, 62  
 Supplemental insurance, 20  
 TEA reports, 60  
 Teacher retirement, 21  
 Technology resources, 43  
 Telecommunicator leave, 32  
 Temporary disability leave, 29  
 Termination  
     discharge of convicted employees, 59  
     dismissal during the contract term, 58  
     exit interviews, 60  
     noncontract employees, 59  
     nonrenewal, 58  
     reports to TEA, 58, 60  
     resignation, 58  
 Texas Mother-Friendly Worksite, 14  
 Text messaging, 45  
 Tobacco  
     products, 50  
     use, 50  
 Training  
     health and safety, 13  
     staff development, 16  
 Transfers, 13  
 Travel expenses, 19  
 Truancy court appearances, 31  
 Tutoring, 15  
 Unemployment insurance, 21  
 Vacancy announcements, 9  
 Vacation, 25  
 Visitors, 54  
 Wages, 17  
 Weapons, 54  
 Whistleblower Act, 42  
 Work schedule, 13  
 Workers' compensation benefits, 21, 30  
 Workload, 13