



Soaring to Excellence

#SanEliNation

If you have difficulty accessing the information in this document because of a disability, please email bacruz@seisd.net

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EMPLOYEE HANDBOOK RECEIPT

I hereby acknowledge receipt of a personal copy of the San Elizario ISD Employee Handbook (handbook). I agree to read the handbook and abide by the standards, policies, and procedures defined or referenced in this document. I understand I have the option of receiving the handbook in electronic format or hard copy. I understand I must acknowledge receipt of the handbook every year or at the time of employment and must submit a signed receipt to the Human Resources Department.

By signing the employee handbook, I consent to receive all Payroll statements for the current school year, to include my annual W-2 statement, in electronic format via the SEISD Employee Service Center while employed by SEISD. The Payroll Staff will be available Monday through Friday from 8:00 am to 4:00 pm to assist employees in printing Payroll statements from the Employee Service Center; however, this assistance does not withdraw consent for W-2s to be issued electronically. All employees whom have not signed the employee handbook or who have separated from SEISD will automatically receive a paper W-2 which will be printed and mailed to employees on or before January 31st. I acknowledge that I may request, in writing to the Payroll Department, to receive all future issued W-2's in paper format and understand that they will be mailed to my home address by January 31st. This request does not apply to W-2's that have already been issued by SEISD where I have already been notified of issuance.

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 handbook. 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 further understand, and agree, that the San Elizario Independent School District has chosen to use compensatory time as the primary basis for overtime for hourly employees. I understand that I have an obligation to inform the Human Resources Department of any changes in personal information, such as phone number, address, etc. I also accept responsibility for contacting my supervisor or the Department of Human Resources if I have questions or concerns or need further explanation regarding the employee handbook.

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 the Director of Human Resources.

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 <https://pol.tasb.org/Home/Index/439>.

District Information

Description of the District

The San Elizario Independent School District was established in 1870, when school children attended classes in a small adobe building known as Los Portales. The first teacher, Octaviano Ambrosio Larrazolo, later became governor of New Mexico (1919-1921) and a U.S. Senator (1928-1929). For more historical information on San Elizario, contact the San Elizario Genealogy & Historical Society at 851-1682. Today, one high school, one middle school, three elementary schools, and a primary school campus in San Elizario serve approximately 3,600 students over a radius of 16 sq. miles. San Elizario is located in a farming community along the international boundary of the United States and Mexico. San Elizario ISD rests just south of El Paso, Texas, in El Paso County and is experiencing a steady level of growth.

Loya Primary School was built in 1991 and houses approximately 522 students ages 3 to 5 years in grades pre-kindergarten to kindergarten. The campus is named after Lorenzo Guerra Loya (1925-1997) who served on the San Elizario ISD Board of Trustees for 50 years. Mr. Loya was recognized by the Texas Education Agency and the Texas Legislature as the board member with longest term of service in Texas from 1943-1993.

Alarcon Elementary School is the oldest campus in the district. It was built in 1936 and houses over 568 students in grades 1-6. The school is named after Lorenzo Garcia Alarcon (1901-1982) who served as San Elizario ISD superintendent for over 45 years. Mr. Alarcon began working in the district at the age of 17 and only six years later became superintendent. He is the longest serving superintendent in the history of San Elizario ISD.

Borrego Elementary School opened its doors in August 2001. It serves over 478 students in grades 1-6. The campus is named after Alfonso Borrego, Sr. a local farmer who was also active on the school board for many years and one of the founders of the first elementary school.

Sambrano Elementary School was built in 1994 and houses over 499 students in grades 1-6. The campus is named after Josefa Loya Sambrano (1903-1992). She was a single mother and the town's former postmaster who donated family land to build the current San Elizario Post Office.

Garcia-Enriquez Middle School houses over 547 students in 7th and 8th grades. The campus originally housed both San Elizario High School and San Elizario Middle School students. It is named after Ann M. Garcia-Enriquez who served as president of the school board when San Elizario ISD joined the Edgewood ISD v. Kirby landmark school finance case in 1984.

San Elizario High School was completed in 1997 with the addition of a new library and career and technology education wing a few years later. It houses over 1,000 students in grades 9-12.

Excell Academy Adult Learning Center Serves adult students. Any resident 18 years of age or older can take classes in literacy, ESL, GED, citizenship at no cost.

District Map

District map is available at: <http://www.seisd.net/districtmap>

Mission Statement, Goals, and Objectives

Policy AE

Vision Statement

It is the mission of the San Elizario Independent School District to graduate students with skills to meet the demands of a changing world by promoting student success as non-negotiable, channeling resources to match learning needs of students, employ and retain a quality staff so that San Elizario is a proud, innovative and academically superior district

District Service Standards

All staff members should project a professional image that models positive dress and grooming for students. San Elizario ISD employees are expected to treat customers, parents, students, and colleagues with respect, dignity, and in a courteous manner. Each staff member is responsible for creating an inviting, family-friendly environment in all district facilities.

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. The District's board members shall be elected at large to serve

staggered four-year terms. Elections are held at two-year intervals in May of odd numbered years. Board members serve without compensation. Individuals are eligible to be a candidate for the Board if they are a U.S citizen, registered voter, and reside in the San Elizario Independent School District.

Current board members include:

- Sandra Licon, Board Chair
- Irene D. Jacquez, Board Vice President
- Fernie Madrid, Secretary
- Michelle Garcia, Trustee
- Myrna Hernandez, Trustee
- Eduardo Chavez, Trustee
- Becky Romero, Trustee

The board usually meets the second Monday of each month at 5:30 pm. The board meets at the Administration Building Board Room located at 1050 Chicken Ranch Road. Special meetings may be called when necessary. A meeting might be held in person or virtually as necessary due to special circumstances. A written notice of regular and special meetings will be posted at each campus, central office, and on the district website 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 Meeting Date
Monday, July 13, 2020
Monday, August 10, 2020
Monday, September 14, 2020
Monday, October 12, 2020
Monday, November 9, 2020
Monday, December 14, 2020
Monday, January 11, 2021
Monday, February 8, 2021
Monday, March 8, 2021
Monday, April 12, 2021
Monday, May 10, 2021
Monday, June 14, 2021

Administration

OFFICE OF THE SUPERINTENDENT	
Superintendent	Dr. Jeannie Meza-Chavez
Secretary	Christine Cuevas
ATHLETICS	
Director of Athletics	Christine Jaksch
COMMUNICATIONS	
Communications Officer	
PLANNING & INSTRUCTION DEPARTMENT	
Associate Superintendent	Dr. Rogelio Segovia
Secretary	Angelica Garcia
Coordinator – Instructional Programs	Susana Frescas
Instructional Officer	Debbie Cortez
Instructional Officer	Georgina Diaz
Instructional Officer	Anna Alvarez
Instructional Officer – Bilingual / ESL	Sandra Rico
Research and Evaluation Administrator	Lisa Renegar
PEIMS Coordinator	Melissa Urenda
Coordinator Career and Technology	Sandra Sanchez
Director – Special Education	Amanda Sanchez
Secretary – Special Education	Margie Delgadillo
HUMAN RESOURCES DEPARTMENT	
Director	Blanca Cruz
Specialist – HR Processing	Debbie Betancourt
Specialist – Application	Elizabeth Guerrero
HR Assistant	Fanny Gallardo
Coordinator Risk Management	Robert Gallegos
District Receptionist	Yvette Schuller
FINANCE DEPARTMENT	
Chief Financial Officer	Norberto Rivas
Secretary	Ruben Hermosillo
Accountant	Edna Garcia
Accounts Payable Clerk	Victoria Nevarez
Coordinator Federal and Special Programs	Beatriz Apodaca
Purchasing Specialist	Nancy Tinoco
Payroll Specialist	Gina Shutt
Payroll Specialist	Stephanie Ruiz
TECHNOLOGY DEPARTMENT	
Director	Horacio Hernandez
Receptionist / Clerk	Melanie Madrid

Administrator – Network	Vicente Rodriguez
Database / Systems Administrator	Jose Ochoa
SUPPORT SERVICES DEPARTMENT	
Director	Jesus Martinez
Secretary	Sonia Renteria
Supervisor – Warehouse/Grounds	Jose Gomez
Supervisor – Support Services/Transportation	Dexter Harman
Supervisor – Security	Jose Cardona
CHILD NUTRITION SERVICES DEPARTMENT	
Director	Raul Jacques
Officer – Nutrition Services Compliance	Veronica Ibarra
Specialist – Nutrition Services Support	Alicia Pulido

Campus Administrators

San Elizario High School

April Marioni, Principal

Martha Tenorio, Assistant Principal

Brenda Pallares, Assistant Principal

Jaime Parra, Assistant Principal

13981 Socorro Road

San Elizario, Texas 79849

(915) 872-3970

Garcia-Enriquez Middle School

Richard Salcido, Principal

Alexander Coronado Assistant Principal

12280 Socorro Road

San Elizario, Texas 79849

(915) 872-3960

Alarcon Elementary School

Leticia De Santos, Principal

Ernesto Seigel, Assistant Principal

12501 Socorro Road

San Elizario, Texas 79849

(915) 872-3930

Borrego Elementary School

Teresa Wilks, Principal

Veronica Brashear, Assistant Principal

13300 Chicken Ranch Road

San Elizario, Texas 79849

(915) 872-3910

Sambrano Elementary School

Norma Casillas, Principal

Suzanna Gutierrez, Assistant Principal

13705 Socorro Road

San Elizario, Texas 79849

(915) 872-3950

Loya Primary School


Julissa Esquivel, Principal

13705 Socorro Road

San Elizario, Texas

(915)872-3940

School Calendar



San Elizario ISD 2020-2021 District Calendar

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
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16	17	18	19	20	21	22
23	24	25	26	27	28	29

Required Annual Instructional Minutes:
 75,600 (K-12)
 32,400 (1/2 day Pre-K Programs)
 36,000 (1/2 day Pre-K Programs)
 36,000 (1/2 day Pre-K Programs)
 36,000 (1/2 day Pre-K Programs)

9 weeks schedule:
 1st: Aug 3-Oct 2
 2nd: Oct 20-Dec 18
 3rd: Jan 6-March 5
 4th: March 23-June 3

STAAR / EOC Testing:
 Dec 8-11--EOC Retakes
 Apr 4-7--Gr. 4/7, 5/8, Eng I/II
 May 4-7--Alg/Bio/Hist & Sci/SS
 May 11-14--Gr. 3, 4, 6, 7, 5/8 Retakes
 June 22-25--EOC Retakes

Note: STAAR/EOC/TELPAS dates are subject to change as per the Texas Education Agency (TEA).

July 2020
 July 21-22: New Teacher Orientation
 July 23: Professional Development Day
 July 24: Teacher Workday
 July 27-30: Professional Development Days
 July 30: Annual District Convocation
 July 31: Teacher Workday

August 2020
 Aug 3: First Day of School

September 2020
 Sept 7: Holiday--Labor Day
 Sept 15: GEMS--Parent/Teacher Conferences
 Sept 17: SEHS--Parent/Teacher Conferences

October 2020
 Oct 2: End of 1st 9 weeks
 Oct 5-16: Fall Intercession
 Oct 19: Professional Development Day
 Oct 20: Beginning of 2nd 9 weeks
 Oct 27: Alarcon/Borego--Parent/Teacher Conferences
 Oct 29: Loya/Sambrano--Parent/Teacher Conferences
 Oct 30: Smart Snack Exemption Day

November 2020
 Nov 11: Holiday--Veteran's Day
 Nov 23-27: Holiday--Thanksgiving

December 2020
 Dec 18: End of 2nd 9 weeks
 Dec 18: Smart Snack Exemption Day
 Dec 18: Early Release Students/Staff
 Dec 21-31: Winter Holidays

January 2021
 Jan 1: Winter Holidays, Continued
 Jan 4: Professional Development Day
 Jan 5: Teacher Workday
 Jan 6: Students Return; Beginning of 3rd 9 weeks
 Jan 18: Holiday--Martin Luther King Day

February 2021
 Feb 12: Smart Snack Exemption Day
 Feb 17: Early Release Day; Professional Development
 Feb 23: GEMS--Parent/Teacher Conferences
 Feb 25: SEHS--Parent/Teacher Conferences

March 2021
 March 5: End of 3rd 9 weeks
 March 8-19: Spring Intercession
 March 22: Professional Development Day
 March 23: Beginning of 4th 9 weeks
 March 25: Alarcon/Borego--Parent/Teacher Conferences
 March 30: Loya/Sambrano--Parent/Teacher Conferences

April 2021
 April 1: Early Release Students/Staff; Smart Snack Exemption Day
 April 2: Holiday--Good Friday

May 2021
 May 31: Holiday--Memorial Day

June 2021
 June 3: Last Day of School; Smart Snack Exemption Day
 June 3: Graduation Day
 June 4: Teacher Workday
 June 7: Summer School Teacher Preparation Day
 June 8-25: Summer School

KEY

- * TELPAS Testing Window
- [Red Box] STAAR Testing
- [Blue Box] Professional Development (PD)
- [Green Box] Holiday/Non-Duty Day/Dist. Closure
- [Purple Box] Parent/Teacher Conferences
- [White Box] Smart Snack Exemption Day
- [Orange Box] Summer School Teacher Prep.
- [Green Box] Early Release Students/Teacher PD
- [Yellow Box] Nine Weeks Begins
- [Light Green Box] Nine Weeks Ends
- [Light Blue Box] Early Release Students/Staff
- [Light Green Box] Intercession
- [Red Box] New Teacher Orientation
- [Blue Box] Teacher Workday
- [White Box] 235 Employee Holiday

Calendar Approved by the Board of Trustees on 03/11/2020

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 appropriate department as listed below.

ADMINISTRATION OFFICES

1050 Chicken Ranch Road * P.O. Box 920 * San Elizario, Texas 79849 * (915) 872-3900
Administration Extensions

SUPERINTENDENT OFFICE		
Fax 872-3903		
Dr. Meza-Chavez	Superintendent	3517
Cuevas, Christine	Secretary	3515
HUMAN RESOURCES		
Fax No. 872-3901		
Cruz, Blanca	HR Director	3502
Belancourt, Debbie	HR Process Specialist	3521
Gallardo, Fanny	HR Assistant	3501
Guerrero, Elizabeth	Application Specialist	3504
Application Desk	Courtesy Desk	3519
Schuller, Yvette	District Receptionist	3500
Lobby Area	Courtesy Phone	3532
HR Work Room	872-3538	
FINANCE		
Fax 872-3904		
Rivas, Norberto	Chief Financial Officer	3533
Apodaca, Beatrice	Federal & Special Programs Coordinator	3544
Vargas, Lynda	Migrant Education Program Clerk	3202
Gallegos, Robert	Risk Management Coordinator	3503
Nevarez, Victoria	Accounts Payable	3520
Garcia, Edna	Accountant	3507
Hermosillo, Ruben	Secretary	3513
Ruiz, Stephanie	Payroll Specialist	3506
Shuff, Gina	Payroll Specialist	3509
Tinoco, Nancy	Purchasing Specialist / Accountant	3554
TRANSPORTATION		
200 N Herring Road		
872-3982, Fax 872-3955		
Harman, Dexter	Supervisor- Support / Transportation	4664
Garcia, Juan	Transportation Dispatcher	4665
Martinez, Sandra	Secretary	4659
Mendiola, Eloy	Lead Driver	4658
Excell / Adult Learning Center		
13680 Socorro Road / Portable 3		
872-3939 ext. 3922		
Project Bravo		
872- 3915, Fax 872-3914		

PLANNING AND INSTRUCTION Fax 872-3921		
Segovia, Rogelio	Associate Superintendent	3562
Garcia, Angelica	Secretary	3561
Renegar, Lisa	Research & Evaluation Admin	3564
Frescas, Susie	Coordinator of Instructional Programs	3595
Sanchez, Sandra	Career & Tech Coordinator	3844
Urenda, Melissa	PEIMS Coordinator	3566
Rico, Sandra	Bilingual Instructional Officer	3594
Corlez, Deborah	Instructional Officer	3541
Diaz, Georgina	Instructional Officer	3592
Alvarez, Anna	Instructional Officer	3577
Parra, Teresita	Social Worker	3783
Graves, Sylvia	Social Worker	3616
Sanchez, Flor	Parent Union	3512
Galvan, Joe	Tenant Officer	3206
ATHLETICS		
Jaksch, Christine	Athletic Director	3514
SUPPORT SERVICES 200 N Herring Road 872-3980, Fax 872-3981		
Martinez, Jesus	Director	3491
Renferia, Sonia	Secretary	3980
Harman, Dexter	Supervisor - Support Services / Transportation	3452
Vargas, Freddy	Maintenance Technician	3475
Cardona, Jose	Security Supervisor	3479
Warehouse 200 N Herring Road 872-3985, Fax 872-3986		
Gomez, Joe	Supervisor	4660
Guerrero, Josh	Secretary	4663
Book Room	Warehouse	3229
Blanca Lasalde 4661, Danny Pedregon 4667, Larry Montes & Humberto Granada 4668		
CHILD NUTRITION SERVICES 200 N Herring Road 872-3947, Fax 872-3948		
Jacques, Raul	Director	3478
Ibama, Veronica	Office-Nutrition Services Compliance	3477
Pulido, Alicia	Specialist-Nutrition Services Support	3476

SPECIAL EDUCATION 13680 Socorro Road 872-3926, Fax 872-3927		
Sanchez, Amanda	Director	3571
Delgadillo, Margie	Secretary	3570
Angerstein, Jeanette	Speech Therapist Assistant	3534
Cox, Janyce	Speech Language Path	3525
Acosta, Annette	Speech Language Path	3537
Delgado, Tina	Speech Language Path	3540
Fisher, Cynthia	Physical Therapist (contracted)	3524
Ortiz, Michelle	Speech Language Path	3576
Kowaleski, Rebecca	Diagnostician	3522
Lomell, Yvonne	Social Case Worker	3565
Guzman, Victor	Clerk	3572
Martinez, Bertha	Dyslexia Teacher	3575
Hernandez, Martha	Diagnostician	3573
Perez, Dee	Diagnostician	3574
Perez, Sarah	Occupational Therapist (contracted)	3524
Rodriguez, Laura	District Nurse	3539
Ramirez, Melinda	VI Teacher	3526
Seay, Jeffrey	Special Ed Counselor	3527
Sierra-Duarte, Rocío	Diagnostician	3523
TECHNOLOGY 13680 Socorro Road 872-3935, Fax 872-3936		
Hernandez, Horacio	Director	3486
Madrid, Melanie	Secretary	3490
Rodriguez, Vicente	Network Administrator	3487
Ochoa, Jose	Database / Systems Administrator	3481
Parga, Edgar	IT Field Specialist	3488
Ramirez, Adan	IT Field Specialist	3484
Ruiz, Rene	IT Field Specialist	3483
Sanchez, Ricardo	IT Field Specialist	3485
Magallon, Perla	IT Systems Specialist	3480
Helpful Administration Numbers		
Martinez, Jesus	549-9703	
Security Dispatch	851-2189	
Technology	Help Desk	3489

CAMPUS DIRECTORY

Administration Offices * 1050 Chicken Ranch Road * P.O. Box 920 * San Elizario, Texas 79849 * (915) 872-3900

LORENZO LOYA PRIMARY 13705 Socorro Road 872-3940, Fax 872-3941			LORENZO G. ALARCON 12501 Socorro Road 872-3930, Fax 872-3931			GARCIA-ENRIQUEZ MS 12280 Socorro Road 872-3960, Fax 872-3961		
Esquivel, Julissa	Principal	3601	De Santos, Leticia	Principal	3401	Salcido, Richard	Principal	3301
Vacant	Assistant Principal	3602	Seigel, Ernesto	Assistant Principal	3413	Pallares, Brenda	Assistant Principal	3314
Avila, Norma	Secretary	3603	Castro, Gabby	Secretary	3404	Tenorio, Martha	Assistant Principal	3349
Almanzar, Erica	Registrar	3604	Hoffman, Patricia	Registrar	3403	Gandera, Robert	SRO	3320
Perez, Lucy	Attendance	3945	Garcia, Maria "Yolie"	Attendance	3400	Aldaz, Rose	Secretary	3308
Sanluis, Cecilia	Counselor	3607	Garcia, Nora	Counselor	3458	Canava, Alicia	Registrar	3311
Holguin, Messina	RN	3943	Luna, Elizabeth	LVN	3933	Hernandez, Evelyn	Attendance	3375
Macias, David	Cafeteria Manager	3942	Corlez, Rose	Cafeteria Manager	3932	Vacant	Counselor	3313
Benavidez, Maggie	Computer Lab	3609	Castillo, Richard	Computer Lab	3412	Garay, Theresa	Counselor	3323
Cervantes, Becky	Librarian	3606	Guerrero, Blanca	Librarian	3402	Seay, Jeffery	SPED Counselor	3328
Rojas, Adriana	Security		Munoz, Andrew	Security		Garcia, Santa	Parent Liaison	3369
ALFONSO BORRERO SR. 13300 Chicken Ranch Rd 872-3910, Fax 872-3911			JOSEFA L. SAMBRANO 200 Herring Road 872-3950, Fax 872-3951			Serna, Aileen	Nurse	3963
Wilks, Teresa	Principal	3101	Casillas, Norma	Principal	4601	Solo, Olga	Cafeteria Manager	3962
Brashear, Veronica	Assistant Principal	3102	Gutierrez, Susanna	Assistant Principal	4602	Rodarte, Idania	Librarian	3307
De Leon, Susie	Secretary	3100	Mojarro, Vanessa	Secretary	4600	S.Reyes/S.Mizcles	Security	3309
Limon, Angie	Registrar	3105	Mendoza, Zurisday	Registrar	4605	SAN ELIZARIO HS 13981 Socorro Road 872-3970, Fax 872-3971		
Lozoya, Bertha	Attendance	3104	Fernandez, Janie	Attendance	4604	Marioni, April	Principal	3701
Haynes, Rocio	Counselor	3106	Villa, Michelle	Counselor	4657	Pallares, Brenda	Assistant Principal	3703
Mercado, Sandra	Nurse	3913	Alonso, Lorenzo	LVN	3953	Parr, Jaime	Assistant Principal	3702
Martinez, Emily	Cafeteria Manager	3912	Hinojos, Cristina	Cafeteria Manager	3952	Tenorio, Martha	Assistant Principal	3845
Jacquez, Nancy	Librarian	3159	Herrera, Cristine	Librarian	4608	Sepulveda, Patty	Secretary	3709
Vaquera, Laura	Computer Lab	3122	Tapia, Miguel	Computer Lab Aide	4650	Payan, Patricia	Registrar	3738
Gandara, Xochitl	Security		Rodriguez, Rosario	Instructional Support	4637	Cardona, Alfredo	Attendance	3796
Excell Academy /ALC 13680 Socorro Road 872-3939 ext. 3922			Medina, Abigail	Security		Almanzar, George	Scheduling Clerk	3705
			San Elizario High School Attendance Direct Line: 915-872-3956			Nora Almanzar	9th Grade Counselor	3779
Grado, Yadira	ALC Instructor	3920				Hernandez, Paula	10-12 A-L Counselor	3780
Security Dispatch 851-2189						Villareal, Patricia	10-12 M-Z Counselor	3778
						Casas Leal, Jose	Nurse	3973
						Paz, Magdalena	Cafeteria Manager	3972
						Munoz, Belinda	Librarian	3742
						Lozano, Jasmine	Student Activities Manager	3746
						Fong, Luis & Chris Lopez	Security	3995

Employment

Equal Employment Opportunity

[Policies DAA, DIA](#)

In its efforts to promote nondiscrimination and as required by law, San Elizario 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 required not to discriminate on the basis of sex in its educational programs or activities. The requirement not to discriminate 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: *Dr. Rogelio Segovia, Associate Superintendent*. 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: *Dr. Rogelio Segovia, Associate Superintendent*

Questions or concerns relating to discrimination for any other reason should be directed to the Associate 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: <https://www.seisd.net>

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).

Contract and Noncontract Employment

[Policy DC](#)

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 employed by a one-year contract that is not subject to the provisions for nonrenewal or termination under the Texas Education Code.

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 Human Resources in a timely manner. Employees licensed by the Texas Department of Licensing and Regulations (TDLR) must notify Human Resources and their supervisor when there is action against, or revocation of, their license.

A certified employee's contract may be voided without 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 the Human Resources Department 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 Human Resources if you have any questions regarding reverification of employment authorization.

Searches and Alcohol and Drug Testing

[Policy DHE](#)

[Policy CQ](#)

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.

Employees Required to Have a Commercial Driver's License. Any employee whose duties require a commercial driver's license (CDL) is subject to drug and alcohol 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 Support Services Director at (915) 872-3980.

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, University Interscholastic League, or another organization that provides equivalent training and certification. Employees subject to this requirement must submit their certification or documentation to their supervisor or Athletic Director.

School nurses and employees with regular contact with students must complete a Texas Education Agency approved, online training regarding seizure disorder awareness, 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 the deadline established by the district. 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 Human Resources office and must be approved by the receiving supervisor.

Workload and Work Schedules

[Policies DEA, 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.

Breaks for Expression of Breast Milk

[Policy DG](#) [Policy DEAB](#)

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.

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 Human Resources Department at 915-872-3900.

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

[Policies DN, DNA, DNB](#)

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.

Employee Involvement

[Policies BQA, BQB](#)

At both the campus and district levels, San Elizario 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 Planning and Instruction Department.

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*, page 21.)


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.

All employees must review/accept their pay information in the TEAMS system by the deadline established by the District. Employees should contact Human Resources 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 every two weeks. 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 2020-2021 school year follows:

 San Elizario Independent School District Soaring to Excellence		
2020 - 2021		
Payroll Calendar		Professional
Pay Period Start	Pay Period End	Check Date
05/30/2020	06/26/2020	07/30/2020
06/27/2020	07/31/2020	08/31/2020
08/01/2020	08/28/2020	09/30/2020
08/29/2020	10/02/2020	10/30/2020
10/03/2020	10/30/2020	11/30/2020
10/31/2020	11/27/2020	12/18/2020
11/28/2020	01/01/2021	01/29/2021
01/02/2021	01/29/2021	02/26/2021
01/30/2021	02/26/2021	03/31/2021
02/27/2021	04/02/2021	04/30/2021
04/03/2021	04/30/2021	05/28/2021
05/01/2021	05/28/2021	06/30/2021
05/29/2021	06/25/2021	07/30/2021
06/26/2021	07/30/2021	08/31/2021



San Elizario Independent School District Soaring to Excellence

2020 - 2021
Payroll Calendar

Para-Professional

Pay Period Start	Pay Period End	Check Date
06/15/2020	06/28/2020	07/15/2020
06/29/2020	07/12/2020	07/30/2020
07/13/2020	07/26/2020	08/14/2020
07/27/2020	08/16/2020	08/31/2020
08/17/2020	08/30/2020	09/15/2020
08/31/2020	09/13/2020	09/30/2020
09/14/2020	09/27/2020	10/15/2020
09/28/2020	10/11/2020	10/30/2020
10/12/2020	10/25/2020	11/13/2020
10/26/2020	11/08/2020	11/30/2020
11/09/2020	11/22/2020	12/15/2020
11/23/2020	12/06/2020	12/18/2020
12/07/2020	12/20/2020	01/15/2021
12/21/2020	01/10/2021	01/29/2021
01/11/2021	01/31/2021	02/15/2021
02/01/2021	02/14/2021	02/26/2021
02/15/2021	02/28/2021	03/12/2021
03/01/2021	03/14/2021	03/31/2021
03/15/2021	03/28/2021	04/15/2021
03/29/2021	04/18/2021	04/30/2021
04/19/2021	05/02/2021	05/14/2021
05/03/2021	05/16/2021	05/28/2021
05/17/2021	05/30/2021	06/15/2021
05/31/2021	06/13/2021	06/30/2021
06/14/2021	06/20/2021	07/15/2021
06/21/2021	07/11/2021	07/30/2021
07/12/2021	07/25/2021	08/13/2021
07/26/2021	08/15/2021	08/31/2021



San Elizario Independent School District Soaring to Excellence

2020 - 2021
Payroll Calendar

Guest Teacher

Pay Period Start	Pay Period End	Check Date
06/14/2020	06/27/2020	07/15/2020
06/28/2020	07/11/2020	07/30/2020
07/12/2020	07/25/2020	08/14/2020
07/26/2020	08/15/2020	08/31/2020
08/16/2020	08/29/2020	09/15/2020
08/30/2020	09/12/2020	09/30/2020
09/13/2020	09/26/2020	10/15/2020
09/27/2020	10/10/2020	10/30/2020
10/11/2020	10/24/2020	11/13/2020
10/25/2020	11/07/2020	11/30/2020
11/08/2020	11/21/2020	12/15/2020
11/22/2020	12/05/2020	12/18/2020
12/06/2020	12/19/2020	01/15/2021
12/20/2020	01/09/2021	01/29/2021
01/10/2021	01/30/2021	02/15/2021
01/31/2021	02/13/2021	02/26/2021
02/14/2021	02/27/2021	03/12/2021
02/28/2021	03/13/2021	03/31/2021
03/14/2021	04/03/2021	04/15/2021
04/04/2021	04/17/2021	04/30/2021
04/18/2021	05/01/2021	05/14/2021
05/02/2021	05/15/2021	05/28/2021
05/16/2021	05/29/2021	06/15/2021
05/30/2021	06/12/2021	06/30/2021
06/13/2021	06/26/2021	07/15/2021
06/27/2021	07/10/2021	07/30/2021
07/11/2021	07/24/2021	08/13/2021
07/25/2021	08/14/2021	08/31/2021

Automatic Payroll Deposit

Paper checks are no longer issued; however, the district has the right to issue a hard copy check in place of direct deposit if warranted. All employees will have their paycheck electronically deposited into their designated account on payday, as designated by the district payroll calendars. Employees are responsible for submitting depository changes ten (10) business days before payday in order for the change to be processed. Contact the Payroll Department for more information about the automatic payroll deposit services and documentation required for changes. Employee payroll statements (to include W2's) are accessible through the TEAMS Employee Service Center for all employees. All employee exits that do not have access to TEAMS will be mailed a paper payroll statement.

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.

Overtime Compensation

[Policy DEA](#)

[Policy 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.

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, the workweek for District employees shall be 12:00 AM Monday until 11:59 PM Sunday.

Failure to report hours worked may result in disciplinary action. Failure to obtain preapproval before working additional time or in excess of the employee's normal work schedule may also result in disciplinary action. Overtime must be authorized by the supervisor.

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 may be 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 the respective central office personnel 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.

Professional and non-exempt employees who use their personal vehicle for school business or to perform interrelated services on multiple campuses may be reimbursed for mileage upon submission of the mileage and documentation log. The report must be submitted on a monthly basis at the end of each month. Forms are due to the finance department no later than the 15th day of each month following the month mileage is being claimed. Failure to submit the mileage and documentation log by the 15th of the month will forfeit the employee's eligibility to be reimbursed by San Elizario ISD.

Health, Dental, and Life Insurance

[Policy CRD](#)

Group health insurance coverage is available to district employees. 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 booklet.

The health insurance plan year is from September 1 through August 31. New employees must complete forms within the first 15 days of employment. Current employees can make changes in their insurance coverage during open enrollment in August or if they have a qualifying event. Employees should contact the Risk Management Coordinator at (915) 872-3900 ext. 3503 for more information.

Supplemental Insurance Benefits

[Policy CRD](#)

At their own expense, employees may enroll in supplemental insurance programs for dental, vision, supplemental life and disability. Premiums for these programs can be paid by payroll deduction. Employees should contact the Risk Management Coordinator at (915) 872-3900 ext. 3503 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. 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 the injured employee's supervisor even if they do not seek medical treatment. The First Report of Injury report must be completed by the injured employee and supervisor and submitted within 24 hours to the Risk Management Coordinator at (915) 872-3900 ext. 3503. 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.

Employees of San Elizario Independent School District are covered by workers' compensation insurance should they sustain an injury that arises out of and in the course and scope of employment for which compensation is payable under the applicable sections of the Texas Labor Code, Division of Workers' Compensation Rules and case law. Coverage is purchased by the District, and each reported case is reviewed and investigated by the Third Party Administrator (TPA). Because each situation is unique, the TPA determines if benefits are owed based on Workers' Compensation Rules and case law. It is not possible for an employee to be informed of each circumstance when benefits would be awarded since each case is determined based on the facts of the case. The doctor's bill and medical expenses will be paid for job-related injuries. Indemnity compensation will be paid after the employee's absence exceeds seven calendar days. The employee has some responsibilities including, but not limited to, the following:

- inform the supervisor of the injury, or have a co-worker inform him/her
- seek medical treatment, if necessary
- ensure the supervisor receives a copy of medical statement
- keep supervisor informed of status of the injury

When returning to work, the employee must have a return-to-duty release from his/her doctor and must provide this release to the supervisor and Coordinator of Risk Management. The supervisor will review the medical release with the Risk Management Coordinator to determine if the return is permitted. The employees will not be allowed to return to work until such clearance is provided. The District has adopted a "Return to Work Program" which specifies the terms and conditions under which an employee may return to limited duty due to physical coordinated offers of Return to Work with the appropriate hiring authority. If an injured employee is out for more than five (5) calendar days due to the injury, the employee must contact the Finance Department regarding Leave of Absence options. Employees who have questions concerning their rights or responsibilities under Workers' Compensation should contact the Risk Management Coordinator at 872-3900 extension 3503. Employees who are unable to work because of a work-related injury will be notified of their rights and responsibilities under Texas Law Code. See Workers' Compensation Benefits below 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 the Human Resources Department.

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 their supervisor, payroll and human resources 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).

Leaves and Absences

Policies [DECA](#), [DECB](#) [DEC](#)

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 their immediate supervisor and the Risk Management Coordinator for information about applicable leave benefits, payment of insurance premiums, and requirements for communicating with the district.

Paid leave must be used in half-day increments. 1. For exempt positions and nonexempt positions for which a guest teacher is normally required, even if a guest teacher is not employed. 2. For nonexempt positions for which a guest teacher is not normally required, leave shall be recorded on an hourly basis. 3. If the employee is taking intermittent FMLA leave, leave shall be recorded in one-hour increments. Earned comp time must be used before any available paid state and local leave.

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 sick leave accumulated before the 1995–96 school year.
- 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.

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 another 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).

Employees must use the [TEAMS Employee Service Center](#) absence reporting feature to report or request all absences. It's the employee's responsibility to ensure their absences are entered into the TEAMS Employee Service Center absence reporting no later than the date of absence.

All employee timecard records must be approved and/or corrected by supervisors to ensure all absences have been entered. Employees must attach all supporting documentation when reporting absences into TEAMS for all Professional Development, Leave and Jury Duty Leave for supervisor approval. Professional Development and Certification of Jury Service must be attached to the ESC (employee service center) absence no later than Monday of the week following the date of absence for payroll processing. Failure to attach documentation will result in the use of personal leave being deducted instead of the selected professional development, leave or jury duty leave.

Medical Certification. Any employee, who is absent more than 3 consecutive 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 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 Family and Medical Leave Act 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.

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 one day 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 shall not be allowed on (unless approved by the superintendent):

- the day before a school holiday
- the date after a school holiday
- days scheduled for end-of-course, end-of-semester, or end-of-year exams
- days scheduled for STAAR tests
- professional or staff development days

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

[Policy DEC \(Local\)](#)

The Board requires employees to differentiate the manner in which state personal leave is used:

1. Non-discretionary use of leave shall be for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]
2. Discretionary use of leave is at the individual employee's discretion, subject to limitations set out below.
3. The employee shall submit a written request for discretionary use of state personal leave to the immediate supervisor or designee at least one day in advance. In deciding whether to approve or deny state personal leave, the supervisor or designee shall not seek or consider the reasons for which an employee requests to use leave. The supervisor or designee shall, however, consider the effect of the employee's absence on the educational program or District operations, as well as the availability of substitutes.

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

Discretionary leave shall not exceed five consecutive workdays. The employee may request additional days only through the Superintendent.

Local Leave

All full-time employees shall earn paid local leave according to the number of days worked (associated with the employees' position) per school year and when they work their full number of assigned days. See the chart below. Local leave days shall be prorated for employees who do not work the full school year. Days shall be converted to hours based on the employee's normal assigned work schedule. Local leave shall be used for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]

Days Worked		Local Days Earned
Minimum	Maximum	
0	14	0
15	34	0.5
35	54	1
55	74	1.5
75	94	2
95	114	2.5
115	134	3
135	154	3.5
155	169	4
170	184	4.5
185	199	5
200	214	5.5
215	229	6
230	239	6.5
240	250	7

Flex (Non-Duty) Days

Non-Duty Days are non-paid days that are in excess of the staff member's required number of work days, as per the District calendar. The number of non-duty days can vary each year as they are determined by the annually adopted District calendar. The number of flex days is calculated based on the total available work days from July 1st to June 30th.

Sick Leave Bank (or Pool)

[Policy DEC \(Local\)](#)

An employee who has exhausted all paid leave and who suffers from a catastrophic illness or injury may request the establishment of a sick leave pool, to which District employees may donate only state personal leave for use by the eligible employee. Each employee may donate a maximum of three (3) days per school year to a sick leave pool.

If the employee is unable to submit the request, a member of the employee's family or the employee's supervisor may submit the request to establish a sick leave pool. The pool shall cease to exist when the employee no longer needs leave for the purpose requested, uses the maximum number of days allowed under a pool, or exhausts all leave days donated to the sick leave pool. The maximum number of days per school year an eligible employee may receive from a sick leave pool is thirty (30) days per school year.

**The FMLA definitions of "serious injury or illness" for current service members and veterans are distinct from the FMLA definition of "serious health condition."*

Final Decision

Any question concerning membership, regulations, or application for sick leave bank days that may arise after adoption of this policy and not specifically covered herein, shall be submitted to the Board of Trustees, who will make a recommendation to the Superintendent. An employee who is not satisfied with the decision of the Superintendent may appeal to the Board beginning with Level Three, [Policy DGBA \(LOCAL\)](#).

Amendments

Sick leave bank guidelines may be amended upon recommendation of the Board of Trustees followed by approval of the Superintendent. Any substantial change in the program shall be approved by the Board of Trustees.

Family and Medical Leave Act (FMLA)—General Provisions

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

Leave Entitlements

Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

- The birth of a child or placement of a child for adoption or foster care;
- To bond with a child (leave must be taken within 1 year of the child's birth or placement);
- To care for the employee's spouse, child, or parent who has a qualifying serious health condition;
- For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job;
- For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent.

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

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule.

Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

Benefits and Protections

While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave.

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.

Eligibility Requirements

An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

- Have worked for the employer for at least 12 months;
- Have at least 1,250 hours of service in the 12 months before taking leave;* and

- Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.

*Special hours of service eligibility requirements apply to airline flight crew employees.

Requesting Leave

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to share a medical diagnosis but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection.

Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified.

Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required.

Employer Responsibilities

Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave.

Enforcement

Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer.

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.

For additional information:

1-866-4US-WAGE (1-866-487-9243) TTY: 1-877-889-5627
www.wagehour.dol.gov

Local 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. If certification of the employee's ability to perform essential job function is required, 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.

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 Robert Gallegos, Risk Management Coordinator 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, the Risk Management Coordinator 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 the At-Risk Coordinator

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 nonresponsible 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 personal leave and/or local leave for death in the immediate family shall not exceed five (5) work days per occurrence, subject to the approval of the District. ([Policy DEC Local](#))

Jury Duty

[Policy DEC](#)

Employees shall receive their daily compensation without loss of accumulated leave for jury duty. Employees are required to enter their absence via TEAMS, submit a Certification of Jury Service (not to be confused with the summons for jury duty), and may keep any compensation they receive. Employees shall only be granted paid leave for the time needed to comply with a valid subpoena in a civil, criminal, legislative, or administrative proceeding. Employees are required to enter their absences via TEAMS and submit a copy of their subpoena and a time-stamped Certification of Examination for their court appearance.

Employees must present jury certification documentation of the service upon return to work:

1. Employees summoned prior to 11:30 AM do not report to work until after jury duty if released prior to 12:00 PM
2. Employees summoned after 12:00 PM must first report to work and will then be released 1 ½ hours prior to their service time.

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.

Employees shall receive their daily compensation without loss of accumulated leave for jury duty. Employees are required to enter their absence via TEAMS, submit a **Certification of Jury Service (not to be confused with the summons for jury duty)**, and may keep any compensation they receive. Employees shall only be granted paid leave for the time needed to comply with a valid subpoena in a civil, criminal, legislative, or administrative proceeding. Employees are required to enter their absences via TEAMS and submit a copy of their subpoena and a time-stamped Certification of Examination for their court appearance.

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 paid leave when engaged in authorized training or duty orders by proper authority. Paid military leave is limited to 15 days each fiscal year (July 1 – June 30). 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 Risk Management Coordinator. 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 Risk Management Coordinator for details on eligibility, requirements, and limitations.

Identification and District Badges

For security purposes, employees are required to wear their badges at all times while on duty at any district building. Lost badges should be reported within five (5) days to the employee's supervisor. Employees must obtain a new badge at the Human Resources Department. Employees who have lost or damaged their badge or forgotten it, must report their time to their immediate supervisor so that it may be corrected in TEAMS. Lost badges will be replaced at a charge of \$10 for each lost ID badge. Damaged ID badges will be replaced free of charge if the damaged badge is returned.

The districts electronic timekeeping system and associated work records will become the official basis for recording hours worked for employees of the San Elizario Independent School District. It is a job requirement that ALL employees MUST "clock-in" in the morning, and "clock-out" at the end of the work day at their location of work. Paraprofessional, hourly, nonexempt employees are required to "clock out" for their lunch period and "clock in" when returning to

work. Any attempt to tamper with the timekeeping hardware or software will be considered a serious offense, subject to disciplinary action. Punching in or out for an employee (a.k.a. "buddy punching") will also be considered a serious offense, with both employees subject to disciplinary action up to and including termination. Missed swipes must be reported with the Missed Swipe Form and the form must be submitted to the employee's supervisor for approval. The supervisor must in turn document the reason and correct the employee's timecard.

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. Any cash compensation issued by SEISD to employees is taxable income and will be processed as a federal income tax payroll deduction.

District Communications

Throughout the school year, the Superintendent's 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:

District Newsletter

School Messenger – Notification Service

Facebook – District social media: www.facebook.com/SanElizarioISD

Twitter – District social media: <https://twitter.com/SanElizarioISD>

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.

Guiding Principles (DGBA)

[Policy DGBA](#)

The Board encourages employees to discuss their concerns and complaints through informal conferences with their supervisor, principal, or other appropriate administrator. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level. Employees shall not be prohibited from communicating with a member of the Board regarding District operations except when communication between an employee and a Board member would be inappropriate because of a pending hearing or appeal related to the employee.

If an informal conference regarding a complaint fails to reach the outcome requested by the employee, he or she may initiate the formal process described below by timely filing a written complaint form. Even after initiating the formal complaint process, employees are encouraged to seek informal resolution of their concerns. An employee whose concerns are resolved may withdraw a formal complaint at any time. The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or board policy, nor to require a full evidentiary hearing or "mini-trial" at any level.

Employees shall not be prohibited from communicating with a member of the Board regarding District operations except when communication between an employee and a Board member would be inappropriate because of a pending hearing or appeal related to the employee.

Formal Process - An employee may initiate the formal process described below by timely filing a written complaint form.

Even after initiating the formal complaint process, employees are encouraged to seek informal resolution of their concerns. An employee whose concerns are resolved may withdraw a formal complaint at any time.

The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or "mini-trial" at any level.

Freedom from Retaliation - Neither the Board nor any District employee shall unlawfully retaliate against an employee for bringing a concern or complaint.

Whistleblower Complaints - Whistleblower complaints shall be filed within the time specified by law and may be made to the Superintendent or designee beginning at Level Two. Time lines for the employee and the District set out in this policy may be shortened to allow the Board to make a final decision within 60 calendar days of the initiation of the complaint. [See DG]

Complaints Against Supervisors - Complaints alleging a violation of law by a supervisor may be made to the Superintendent or designee. Complaint forms alleging a violation of law by the Superintendent may be submitted directly to the Board or designee.

General Provisions

Filing

Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, including e-mail and fax, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are postmarked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three days after the deadline.

Scheduling Conferences

The District shall make reasonable attempts to schedule conferences at a mutually agreeable time. If the employee fails to appear at a scheduled conference, the District may hold the conference and issue a decision in the employee's absence.

Response

At Levels One and Two, "response" shall mean a written communication to the employee from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the employee's e-mail address of record, or sent by U.S. Mail to the employee's mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Days

"Days" shall mean District business days, unless otherwise noted. In calculating time lines under this policy, the day a document is filed is "day zero." The following business day is "day one."

Representative

"Representative" shall mean any person who or an organization that does not claim the right to strike and is designated by the employee to represent him or her in the complaint process.

The employee may designate a representative through written notice to the District at any level of this process. The representative may participate in person or by telephone conference call. If the employee designates a representative with fewer than three days' notice to the District before a scheduled conference or hearing, the District may reschedule the conference or hearing to a later date, if desired, in order to include the District's counsel. The District may be represented by counsel at any level of the process.

Consolidating Complaints

Complaints arising out of an event or a series of related events shall be addressed in one complaint. Employees shall not file separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint.

When two or more complaints are sufficiently similar in nature and remedy sought to permit their resolution through one proceeding, the District may consolidate the complaints.

Untimely Filings

All time limits shall be strictly followed unless modified by mutual written consent. If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the employee, at any point during the complaint process. The employee may appeal the dismissal by seeking review in writing within ten days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness.

Costs Incurred

Each party shall pay its own costs incurred in the course of the complaint.

Complaint and Appeal Forms

Complaints and appeals under this policy shall be submitted in writing on a form provided by the District.

Copies of any documents that support the complaint should be attached to the complaint form. If the employee does not have copies of these documents, they may be presented at the Level One conference. After the Level One conference, no new documents may be submitted by the employee unless the employee did not know the documents existed before the Level One conference.

A complaint or appeal form that is incomplete in any material aspect may be dismissed but may be refiled with all the required information if the refiling is within the designated time for filing.

Audio Recording

As provided by law, an employee shall be permitted to make an audio recording of a conference or hearing under this policy at which the substance of the employee's complaint is discussed. The employee shall notify all attendees present that an audio recording is taking place.

Level One

Complaint forms must be filed:

1. Within 15 days of the date the employee first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and
2. With the lowest level administrator who has the authority to remedy the alleged problem.

In most circumstances, employees on a school campus shall file Level One complaints with the campus principal; other District employees shall file Level One complaints with their immediate supervisor.

If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee, the complaint may begin at Level Two following the procedure, including deadlines, for filing the complaint form at Level One.

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

The appropriate administrator shall investigate as necessary and schedule a conference with the employee within ten days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.

Absent extenuating circumstances, the administrator shall provide the employee a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator believes will help resolve the complaint.

Level Two

If the employee did not receive the relief requested at Level One or if the time for a response has expired, the employee may request a conference with the Superintendent or designee to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level One response or, if no response was received, within ten days of the Level One response deadline.

After receiving notice of the appeal, the Level One administrator shall prepare and forward a record of the Level One complaint to the Level Two administrator. The employee may request a copy of the Level One record.

The Level One record shall include:

1. The original complaint form and any attachments.
2. All other documents submitted by the employee at Level One.
3. The written response issued at Level One and any attachments.
4. All other documents relied upon by the Level One administrator in reaching the Level One decision.

The Superintendent or designee shall schedule a conference within ten days after the appeal notice is filed. The conference shall be limited to the issues and documents considered at Level One. At the conference, the employee may provide information concerning any documents or information relied upon by the administration for the Level One decision. The Superintendent or designee may set reasonable time limits for the conference.

The Superintendent or designee shall provide the employee a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the Superintendent or designee may consider the Level One record, information provided at the Level Two conference, and any other relevant documents or information the Superintendent or designee believes will help resolve the complaint.

Recordings of the Level One and Level Two conferences, if any, shall be maintained with the Level One and Level Two records.

Level Three

If the employee did not receive the relief requested at Level Two or if the time for a response has expired, the employee may appeal the decision to the Board.

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level Two response or, if no response was received, within ten days of the Level Two response deadline.

The Superintendent or designee shall inform the employee of the date, time, and place of the Board meeting at which the complaint will be on the agenda for presentation to the Board.

The Superintendent or designee shall provide the Board the record of the Level Two appeal. The employee may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. The written response issued at Level Two and any attachments.
4. All other documents relied upon by the administration in reaching the Level Two decision.

The appeal shall be limited to the issues and documents considered at Level Two, except that if at the Level Three hearing the administration intends to rely on evidence not included in the Level Two record, the administration shall provide the employee notice of the nature of the evidence at least three days before the hearing.

The District shall determine whether the complaint will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BE]

The presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the employee and administration to each make a presentation and provide rebuttal and an opportunity for questioning by the Board. The Board shall hear the complaint and may request that the administration provide an explanation for the decisions at the preceding levels.

In addition to any other record of the Board meeting required by law, the Board shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the employee or the employee's representative, any presentation from the administration, and questions from the Board with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board shall then consider the complaint. It may give notice of its decision orally or in writing at any time up to and including the next regularly scheduled Board meeting. If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two.

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.
- 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, 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.

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.

Dress and Grooming

The dress and grooming of district employees shall be clean, neat, in a manner appropriate for their assignments, and in accordance with any additional standards established by their supervisors and approved by the Superintendent. Personnel are expected to dress in a manner that projects a professional image for the employee, district, and the community. The style of clothing for males and females shall always reflect professional and business-like attire. See DH regulation in appendix page 91.

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.

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:

Employee Welfare Freedom from Harassment

Note: This policy addresses harassment of District employees. For harassment of students, see [Policy FFH](#). For reporting requirements related to child abuse and neglect, see [Policy FFG](#). The District prohibits sexual harassment and harassment based on a person's race, color, gender (including pregnancy, sexual orientation and gender identity or expression), national origin, disability, religion, or age. Employees shall not tolerate harassment of others and shall make reports as required at reporting procedures below:

Sexual Harassment

Sexual harassment of an employee is defined as unwelcome sexual advances; requests for sexual favors; sexually motivated physical, verbal, or nonverbal conduct; or other conduct or communication of a sexual nature when:

1. submission to the conduct is either explicitly or implicitly a condition of an employee's employment, or when submission to or rejection of the conduct is the basis for an employment action affecting the employee; or
2. the conduct is so severe, persistent, or pervasive that it has the purpose or effect of unreasonably interfering with the employee's work performance or creates an intimidating, threatening, hostile, or offensive work environment.

Examples

Examples of sexual harassment may include, but are not limited to, sexual advances; touching intimate body parts; coercing or forcing a sexual act on another; jokes or conversations of a sexual nature; and other sexually motivated conduct, communication, or contact.

Other Prohibited Harassment

Harassment of a District employee on the basis of the employee's race, color, gender (including pregnancy, sexual orientation and gender identity or expression), national origin, disability, religion, or age includes physical, verbal, or nonverbal conduct related to these characteristics when the conduct is so severe, persistent, or pervasive that the conduct:

1. has the purpose or effect of unreasonably interfering with the employee's work performance
2. creates an intimidating, threatening, hostile, or offensive work environment or
3. otherwise adversely affects the employee's employment opportunities

Examples

Examples of prohibited harassment may include, but are not limited to, offensive or derogatory language directed at another person's religious beliefs or practices, accent, skin color, or need for workplace accommodation; threatening or intimidating conduct; offensive jokes, name calling, slurs, or rumors; physical aggression or assault; display of graffiti or printed material promoting racial, ethnic, or other negative stereotypes; or other types of aggressive conduct such as theft or damage to property.

Reporting Procedures

An employee who believes that he or she has experienced prohibited harassment should immediately report the alleged acts to an appropriate person designated below. Any district employee with supervisory authority who receives notice that another employee has or may have experienced prohibited harassment is required to immediately report the alleged acts and take whatever other steps are required by this policy. Any other person who knows or believes that a District employee has experienced harassment should immediately report the alleged acts to the appropriate person designated by this policy.

Timely Reporting

Reports of harassment shall be made as soon as possible after the alleged acts. A failure to promptly report alleged harassment may impair the District's ability to investigate and address the harassment.

A District employee may report harassment to his or her supervisor or campus principal. A person shall not be required to report harassment to the alleged

harasser; nothing in this policy prevents a person from reporting harassment directly to one of the District officials below:

District Officials

1. for sexual harassment, contact the Title IX coordinator, Dr. Segovia. [Policy DAA \(LOCAL\)](#)
2. for all other prohibited harassment, contact the Associate, Dr. Segovia.

A report against the Title IX coordinator may be made directly to the Superintendent; a report against the Superintendent may be made directly to the Board.

Notification Report

Upon receipt of a report of harassment, a supervisor or principal shall immediately notify the appropriate District official listed above.

Confidentiality

To the greatest extent possible, the District shall respect the privacy of the complainant, persons against whom a report is filed, and witnesses. Limited disclosures may be necessary in order to conduct a thorough investigation and comply with applicable law.

Investigation of the Report

The District may request, but shall not insist upon, a written report. If a report is made orally,

the District official shall reduce the report to written form. Upon receipt or notification of a report, the District official shall determine whether the allegations, if proven, would constitute sexual harassment or other prohibited harassment as defined by District policy. If so, the District official shall immediately authorize or undertake an investigation. If appropriate, the District shall promptly take interim action to prevent harassment during the course of an investigation. The investigation may be conducted by the District official or a designee, such as the campus principal, or by a third party designated by the District, such as an attorney. When appropriate, the campus principal or supervisor shall be involved in or informed of the investigation. The investigation may consist of personal interviews with the person making the report, the person against whom the report is filed, and others with knowledge of the circumstances surrounding the allegations. The investigation may also include

analysis of other information or documents related to the allegations. The District's obligation to conduct an investigation is not satisfied by the fact that a criminal or regulatory investigation regarding the same or similar allegations is pending.

Concluding the Investigation

Absent extenuating circumstances, the investigation should be completed within ten business days from the date of the report; however, the investigator shall take additional time if necessary to complete a thorough investigation. The investigator shall prepare a written report of the investigation. The report shall be filed with the District official overseeing the investigation.

District Action

If the results of an investigation indicate that prohibited harassment occurred, the District shall promptly respond by taking appropriate disciplinary or corrective action reasonably calculated to address the harassment. The district may take disciplinary action based on the results of an investigation, even if the district concludes that the conduct did not rise to the level of harassment prohibited by law or district policy.

Appeal

A complainant who is dissatisfied with the outcome of the investigation may appeal through [Policy DGBA \(LOCAL\)](#), beginning at the appropriate level. The complainant shall be informed of his or her right to file a complaint with the Texas Workforce Commission Civil Rights Division, the Equal Employment Opportunity Commission, or the United States Department of Education Office for Civil Rights.

Retaliation Prohibited

Retaliation against an employee alleged to have experienced harassment, a witness, or another

person who makes a report or participates in an investigation is strictly prohibited. A person who makes a good faith report of prohibited harassment shall not suffer retaliation for making the report. A person who intentionally makes a false claim, offers false statements, or refuses to cooperate with a District investigation regarding prohibited harassment is subject to appropriate discipline.

Harassment of Students

[Policies DF, DH, 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 suspects child abuse must also report his or her knowledge or suspicion to the appropriate authorities, as required by law.

The district's policy that includes definitions and procedures for reporting and investigating harassment of students is available by clicking the links below:

[DHB Legal](#)

[FFH Exhibit](#)

[FFH Local](#)

Reporting Suspected Child Abuse

[Policies DF, DG, DH, FFG, GRA](#)

All employees are required by state law to report any suspected child abuse or neglect, as defined by Texas Family Code §261.001, 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. Abuse is defined by SBEC and includes the following acts or omissions:

- mental or emotional injury to a student or minor that results in an observable and material impairment in the student's or minor's development, learning, or psychological functioning;

- causing or permitting a student or minor to be in a situation in which the student or minor sustains a mental or emotional injury that results in an observable and material impairment in the student's or minor's development, learning, or psychological functioning;
- physical injury that results in substantial harm to a student or minor, or the genuine threat of substantial harm from physical injury to the student or minor, including an injury that is at variance with the history or explanation given and excluding an accident or reasonable discipline; or
- sexual conduct harmful to a student's or minor's mental, emotional, or physical welfare.

Employees are also required to make a report if they have 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 <http://www.dfps.state.tx.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 suspects 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

[Policies DF, DG, DH, FFG, GRA](#)

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

[DG Legal](#)

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. *Electronic mail transmissions and other use of technology resources are not confidential and can be monitored at any time to ensure appropriate use. Employees who are authorized to use the systems are required to abide by the provisions of the District's acceptable use policy and administrative procedures. Failure to do so can result in suspension of access or termination of privileges and may lead to disciplinary and legal action.* **Acceptance of the District Employee Handbook equates to acceptance of the District's Agreement for [Acceptable Use](#).** Employees with questions about computer use and data management can contact the Technology Director

Personal Use of Electronic Communications

[Policies 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, meal times, 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:

An employee should follow at least one of the protocols below:

- *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 9:00 p.m. and 8:00 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.

Social Media Protocol and Guidelines

San Elizario Independent School District supports the use of social media to facilitate district and campus programs in building successful community relations. Below are guidelines regarding the use of social media by the campuses, departments and campus organizations. This includes all accounts using SEISD, San Elizario ISD, and/or campus names in the title of the account. Additionally, this document includes guidelines for employees' personal use of social media and electronic communication as it relates to the District.

Social Media Guidelines: The SEISD Social Media Guidelines must be included on all Facebook and social media pages in the "about" or "notes" section. The purpose of the guidelines is to inform site visitors about limitations of protected speech and the consequences for use of unprotected, inappropriate comments.

Definition: Social media includes the various online technology tools that enable people to communicate easily over the internet to share information and resources. Social media can include, but is not limited to, Facebook, Twitter, You Tube, LinkedIn, Instagram, Periscope, SnapChat, Pinterest or other similar platforms, use of internet activity and technology used on electronic devices. These websites not only provide information, but allows for interaction during this informational exchange through user-generated content.

Authorization: District or campus presence on any social media site, including school-related accounts, such as clubs, teams, or other sites associated with the district or a campus must be authorized by the Office of the Superintendent/Communications Office. Any sites, accounts or pages that do not have prior authorization will be subject to removal.

To request permission to use and manage a District-related site: Please utilize the "SEISD Social Media Authorization" form and identify a "content owner," or individual responsible for performing regular monitoring and maintenance of the website or account. Please note that for emergency purposes only, each district-affiliated site or social media account must have the name of a Public Relations designee as a site administrator. The site content owner and responsible administrator shall be responsible for monitoring and maintaining the site.

Third-party Sites: Authorized social media school sites shall maintain a clear separation from the social media site of their affiliated organizations such as: parent-teacher group(s), booster club(s), and/or alumni organizations.

Employee accounts shall comply with standards set forth in the in the SEISD Board Policy Manual available on the SEID website. See Policy DH Employee Standards of Conduct (Electronic Media).

Use of District Logo: The use of the SEID logo(s) and name "SEISD," "San Elizario ISD," and "San Elizario Independent School District" on a social media site must be approved by the Office of the Superintendent/Communications Office.

General District Sites and Accounts: The district's official social media sites including the district's Facebook, Twitter Instagram, and You Tube accounts, will be managed by the Office of the Superintendent/Communications Office

Sponsors and advertising: Sponsor logos and advertising are not permitted on authorized websites.

Maintenance and monitoring responsibilities: Content owners are responsible for monitoring and maintaining official presences on social media sites as follows:

1. Content must conform to all applicable state and federal laws, as well as all district and board policies and administrative procedures.
2. Content must be kept current, accurate, and refreshed at least weekly.
3. Contents must not violate copyright laws and content owner must secure the expressed consent of all involved parties for the right to distribute or publish recordings, photos, images, video, text, slideshow presentations, artwork or any other materials. Before posting any photographs of students, content owners shall review the list of students whose parents have not consented to having their child's photograph taken or published. No student photographs should be published for personal, promotional use or any other non-school related purpose.
4. All postings and comments by users are monitored and responded to as necessary on a regular basis. Postings and comments of an inappropriate nature or containing information unrelated to official or district business should be deleted promptly. Such postings shall be reported, investigated, and authors will be banned from the site.

Employees' Personal Use of Social Media and Electronic Communication:

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.

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

Please refer to SEISD Policy DH Legal and DH Local regarding the use of social and electronic media by employees. Remember that online content can be spread in mere seconds to a mass audience. District employees are expected to be diligent and responsible before posting any information online.

Public Information on Private Devices

[Policy DH](#)

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](#)

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 SBEC rules

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.

Alcohol and Drug-Abuse Prevention

[Policies DH, DI](#)

San Elizario 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. For more information please see: [Policy DH \(EXHIBIT\)](#).

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 DBD CB](#)

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

[Policy CK](#)

The district has developed and promotes a comprehensive program to ensure the safety of its employees, students, and visitors. The safety program includes guidelines and procedures for responding to emergencies and activities to help reduce the frequency of accidents and injuries.

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 the Risk Management Coordinator, 915-872-3900.

Possession of Firearms and Weapons

[Policies 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 or call 911 immediately.

Visitors in the Workplace

[Policies FNCG, GKA](#)

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 Support Services 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 in each building main entrance. 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.

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 and notify the following radio and television stations:

RADIO	TELEVISION
KPRR 102.1 FM – Power 102	KDBC – Ch. 4
KBNA 97.5 FM – Que Buena	KVIA – Ch. 7
KLAQ 95.5 FM – The Q	KTSM – Ch. 9
KTSM 99.9 FM – Sunny	KFOX – Ch. 14
KOFX 92.3 FM – The Fox	KINT – Ch. 26
KHEY 96.3 FM – Khey country	KTDO – Ch. 48
KSII 93.1 FM – Kiss FM	
XHTO 104.3 FM – Hit FM	
XHPX 98.3 FM – Exa FM	
KINT 93.9 FM – Jose FM	

Emergencies

[Policy CKC](#)

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 Finance Department 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 Finance Department 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 Human Resources Department 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 Human Resources Department.

Personnel Records

[Policy GBA DBA](#)

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 Human

Resource Department. 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.

Rental Cars/Taxi/Shuttle Services

The District's automobile insurance policy fully covers rental cars. However, the renter must purchase the Collision Damage Waiver Insurance from the rental company and list San Elizario ISD along with the individual as the named renters.

Facility Use

[Policies DGA, GKD](#)

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

Termination of Employment

Resignations

[Policy DFE](#)

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 Human Resources Director. 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*. The superintendent will notify SBEC when an employee resigns and reasonable evidence exists to indicate that the employee has engaged in of the same act.

Noncontract Employees. Noncontract employees may resign their position at any time. A written notice of resignation should be submitted to the Human

Resources Director 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 DFAA, DFAB, DFBA, DFBB, DFCA, DFD, DFF, DFFA, DFFB, DFFC](#)

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 nonrenewed 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. 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

[Policy DCD](#)

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 (including pregnancy, sexual orientation and gender identity or expression), 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*.)

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 to 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. Lost keys will be replaced at a charge of \$5 for each lost key. Damaged keys will be replaced free of charge if the damaged key is returned.

Reports to Texas Education Agency

[Policy DF 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, San Elizario ISD does not discriminate on the basis of race, color, religion, national origin, age, sex (including pregnancy, sexual orientation and gender identity or expression), 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.

Questions or concerns about discrimination of students based on any of the reasons listed above should be directed to *the Associate Superintendent*.

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](#)

Only designated employees may administer prescription medication, nonprescription medication, and herbal or dietary supplements to students. Exceptions apply to the self-administration of asthma medication, medication for anaphylaxis (e.g., EpiPen®), and medication for diabetes management, if the medication is self-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.

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 FN, FO](#)

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 cyber bullying, to the campus administrator. The district's policy includes definitions and procedures for reporting and investigating bullying of students.

DH Regulation

The following will apply:

DRESS AND GROOMING STANDARDS

1. Cleanliness and neatness are expected of all staff members at all times.
2. Clothing for classes such as physical education, JROTC, health-related to include school nurses, and other specialty courses will be reasonable and appropriate for that class but will be confined to class time only. This may also cover special outside class activities, such as field trips.
3. Jeans may be worn on designated "spirit days" as approved by Principal, Supervisor, or Superintendent as long as they are in good condition, clean and not torn, ragged or threadbare.
4. Employees' clothing should not be revealing, immodest, or inappropriate.
5. Face coverings to include masks or other protective work equipment in the best interest of safety as determined by administrative safety protocols.

The following clothes may not be worn:

INAPPROPRIATE CLOTHING

1. Any clothing that shows the midriff or lower back area at any time (this includes reaching or bending);
2. Any shirts or tee-shirts with messaging other than a small commercial logo or the name, logo, or mascot of the District, school, or department.
3. Dresses or skirts shorter than three inches above the top of the kneecap;
4. Leggings or tight-knit pants (unless worn with a blouse that is thigh length)
5. Plunging necklines;
6. Ripped or tattered clothing;
7. Sheer or revealing garments;
8. Shorts;
9. Shower shoes or flip-flops (rubber pool shoes);
10. Skin-tight clothing;

11. Strapless or spaghetti-strap tops and dresses;
12. Sweat suits or warm ups;
13. Athletic tank tops or muscle shirts;

Additional inappropriate items include:

**INAPPROPRIATE
ITEMS**

1. Visible piercings other than earrings;
2. Caps or hats inside buildings, except as required by specific assignments, such as protective clothing or hard hats, or by a health code, such as head coverings for employees working in kitchens; or
3. Employees will not be allowed to display any jewelry, tattoos, brands or similar artifacts that are either obscene, distracting or may cause disruptions to the educational environment.

ENFORCEMENT

Any violation of the employee dress and grooming standards will be addressed by campus or appropriate department administrator. The campus or department administrator is authorized to send an employee home to change clothes and may determine the necessary length of time away from job site. This time away from work will be unpaid. Continued violations of this regulation may result in disciplinary action in accordance with DH (LOCAL).

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DH (REGULATION)

SAN ELIZARIO ISD ACCEPTABLE USE GUIDELINES

San Elizario ISD makes no guarantee of any kind, whether expressed or implied, for the technology services it is providing with regard to computers, networks, and/ or internet services. San Elizario ISD will not be responsible for any damages a user may suffer, including loss of data or interruptions in service. San Elizario ISD will not be responsible for the accuracy or quality of information obtained through San Elizario technology resources or the Internet.

"By signing this handbook, I understand and will abide by the San Elizario ISD Acceptable Use Guidelines. I further understand that any violation of the Acceptable Use Guidelines is unethical and may constitute a criminal offense. Should I commit any violation my access privileges will be revoked and/or appropriate disciplinary actions may be taken."

PERSONAL USE OF ELECTRONIC COMMUNICATIONS

Electronic communications includes all forms of social media, such as text messaging, instant messaging, electronic mail (e-mail), 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 includes 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, meal times, 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 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 Policy DH (EXHIBIT)]
 - Confidentiality of District records, including educator evaluations and private e-mail 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 Policy DH (EXHIBIT)]

ELECTRONIC COMMUNICATIONS BETWEEN EMPLOYEES AND STUDENTS

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 e-mail 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 acknowledgment 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 e-mail, 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, administrators, 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 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 e-mail address.
- The employee shall limit communication 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 9:00 p.m. and 8:00 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 communication with students and parents.
- The employee continues to be subject to applicable state and federal

laws, local policies, administrative regulations, and the Code of Ethics and Standard Practices for Texas Educators, including:

- Compliance with the Public Information Act and the Family Education- al Rights and Privacy Act (FERPA), including retention and confidentiality of student records [See Policies CPC and FL]
- Copyright Law [See 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 e-mail, 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.
- An employee shall notify his or her 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.

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.

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