Substitute Handbook
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VISION: EXCELLENCE ALWAYS

THE MISSION OF MESQUITE ISD
IS TO DEVELOP AN INSPIRING AND INNOVATIVE
LEARNING COMMUNITY THAT EDUCATES
AND EMPOWERS STUDENTS TO
PURSUE EXCELLENCE.

EDUCATE  EMPOWER  EXCELLENCE

BELIEFS

- Each student holds unique value and infinite promise.
- Experiences that foster collaboration, communication, curiosity, and contextual learning prepare students for a competitive workforce.
- Our democracy depends on educational experiences that develop responsible citizens.
- MISD employees form a passionate learning family committed to professional growth.
- A diverse and involved community positively impacts our students.

STRATEGIC OBJECTIVES

1. Teaching and Learning: Every learning environment will be conducive to innovative instruction and meet the social, emotional and academic needs of our students and teachers.
2. Early Literacy: Every student will read on grade level by 3rd grade.
3. Human Resources: Create a culture of excellence by maximizing human capital.
4. Funding and Finance: Maximize financial resources to further the mission of MISD.
5. Facilities: Design, create and sustain innovative and adaptable space solutions that meet changing enrollment and learning needs.
7. Communications: Communication will be effectively fostered between the District and the community.
District Procedures for Substitutes

Thank you for serving the children of MISD as a substitute.

This handbook is for both substitute teachers, substitute instructional assistants (also referred to as paraprofessionals or paras). Substitute paraprofessionals also include our secretarial/clerical positions.

All substitutes are a vital part of ensuring that MISD students are successful.

It is your responsibility to be very familiar with all the contents of the handbook. You are expected to read and follow the information contained in the handbook. If there is something you do not understand, you should contact the MISD Personnel Substitute Office and ask for assistance.

Assignments

All assignments will be scheduled through the district’s automated substitute management system, Absence Management by Frontline. Any extenuating circumstances will be managed through the Substitute Manager’s Office.

Substitute assignments may change once you have arrived at the school. There are many reasons for a change in assignment and we are anticipating that you will be positive and flexible.

High School and Middle School- You are expected to help cover other classrooms during the teacher’s conference period. Additionally, you are asked to report and stay the standard office hours even if your teacher has a planning period at the beginning or end of the day.

Cancellations

All substitutes are currently allowed to see jobs 30 days in advance. This allows you as a professional to set your own work schedule. Once you have accepted jobs, please, do your best to not schedule other appointments on those days and cancel your substitute jobs. Please take advantage of creating NON-WORK Days when you are not available to work.

The district asks that you keep cancellations to no more than 3 in a 90-day period. Excessive cancellations may result in you being restricted to only seeing jobs 1 or 2 days in advance verses 30 days in advance. The purpose of this change is to help you manage your schedule and reduce the need for cancellations. Please note, if excessive cancellations continue you may be removed from the substitute list.

Please do not cancel a substitute job for one school to take another job for a favorite teacher or school less than 7 days in advance of the original job’s date.
**Arrival at the Assigned Campus**

*Your ID badge must be worn at all times*

Promptly sign-in on the provided computer, laptop, or I-pad/notepad. Please be sure to sign-out as well at the end of the day. **Failure to clock in/out or could result in your pay being delayed until the error can be corrected.**

You should be at your campus by the times listed below and you should stay at your campus the entire time as well. **Do not leave a campus during the school day.** If you have completed all of your duties and it is not yet time to leave, you MUST clear leaving with the campus office.

**School Hours – Substitute Work Hours**

- **Elementary** – 7:30 am until 3:30 pm
- **Middle School** - 8:00 am until 4:00 pm
- **High School** – 8:10 am until 4:10 pm
- **Academy and Learning Center** – 8:10 am until 5:10 pm
  
  *Times may vary on the Learning Center – please double check the times on your assignment. If the extended hour is requested on the assignment. Then there is additional pay for that assignment.*

Substitutes are expected to report by and stay through the hours listed above. If a teacher notes in Absence Management that there is an off period in their schedule - **that notation does not change your hours. You are still expected to report on time and check with the office about their revised schedule for you.**

**Beginning Your Day**

Locate the teacher’s schedule, planning book, seating chart, teacher’s textbook(s), and other needed materials and instructions. If you cannot locate these items, you need to check with the grade level coordinator, another teacher for that grade and/or the office.

Follow the program of the regular classroom teacher as closely as possible. It is imperative to follow the schedule to assure continuity during the school day.

Acquaint yourself with fire and emergency drill procedures posted in the room.

Leave a brief summary of the work completed, or not completed, and any other information that would be helpful to the returning classroom teacher (general information about the day and any problems). Make sure you leave a list of students that are absent or tardy and send a list of absences to the office.
The only constant thing is CHANGE…
Whenever we experience a change, especially in our routine we experience some form of stress. As a substitute you are change! Children, especially younger ones, can manifest their stress in a number of responses to you. They may experience anxiety or fear. This can translate into misbehavior.

Helping Students Deal with Change

Introduce yourself
Be enthusiastic
Smile
Follow the schedule as closely as possible
Call students by name whenever possible
Use positive remarks like: “We are going to have a great day.” Or, “I bet we can make that happen.”

Class Instruction

Lesson plans provide a framework for instruction. They also are an excellent map for maintaining the daily routine. Students expect instruction in each subject at specified times. A concerted effort should be made to interact with students during teaching.

Please be sure that if you are handing out worksheets, you go over all of the directions and complete at least one example of what they should be doing. You may need to come up with a similar question by changing the variables so you leave the worksheet questions in-tact for grading.

Check for Understanding

Not understanding the teacher's directions is a major cause of classroom management issues and student behavior problems. Therefore, no matter what set of directions a teacher gives, the substitute should always check for understanding.

When checking to see if a student understands the instructions, ask the student to explain in their own words what the instructions meant.

Injuries/School Nurse

Please immediately report any serious accident or injury, whether it is a student or yourself to the nurse and principal or assistant principal. Leave information in your note to the teacher about any students that go to the clinic and the reasons they are sent.
End of Day Checklist

Check room for cleanliness/order. Be sure the room is at least as clean and in the same order as you found it. Students should help by cleaning up around their desks at the end of their day/class.

You should grade written work that was assigned, unless otherwise indicated.

Be sure that your note to the teacher is on their desk preferably in the same place you found the instructions to you.

You MUST check with the office and clock out BEFORE leaving for the day. You are expected to stay for the set hours.

School Property

The regular classroom teacher is legally and morally responsible for the welfare of all children and is charged with the maintenance of school property. No less is expected of the substitute teacher.

Most of the supplemental materials in the classroom are the personal property of the teacher and should be treated with equal care of the district’s property. Treat each classroom as carefully as you treat someone’s home when you visit.

Long Term Assignments

Some of you may want to accept positions that are for multiple days, or even for several weeks. You are expected to check with the principal about attendance at scheduled staff meetings, conferences, etc.

Additionally, you are expected to hold in professional confidence any information regarding pupils, parents, staff, etc. This is true for all substitutes, even if assignment is one day. FERPA laws are in place to protect our students and staff (Family Educational Rights and Privacy Act). Please note these laws apply to all substitutes and pertain to all information you hear or see during the course of your day.

Early Release Information

Early release is for students – not staff. You may be required to stay and complete duties assigned by the Principal. You MUST check out with the office before you leave campus for the day.
Electronic and Computer Equipment

Please be sure that you know how to use any of the electronic equipment before you use it (e.g. document projectors or promethean boards). If you have any doubts about how to operate the electronic devices, please ask another ADULT EMPLOYEE to assist you.

Please be sure that you know the difference between a Promethean Board and a standard dry erase (white) board. Promethean Boards should NEVER be written on with any type marker, even dry erase markers. A Promethean Board is a touch sensitive projection screen that is used to interact with a computer and overhead projector and “document” projector.

Alternative Social Security Account

Your online paperwork explained that when working for a school district that you do not pay into the standard social security fund with the federal government. Your money is paid into an alternative social security account that is currently managed by TCG (Total Compensation Group).

You will receive your annual financial statement from TCG once a year, usually in the Fall. Please be sure to watch your mail for this statement.

Please note if you decide to no longer work for an independent school district in the state of Texas you can cash this account in. The disbursement will be taxed and the taxes sent to the federal government directly.

Additionally, you must NOT be employed by an independent school district in order to cash in this account. IF you choose to resign and cash this account in you must wait 90 days to return to work for Mesquite ISD (the months of June and July DO NOT count towards this 90day period).

An information PDF is at the end of this Handbook to assist you in learning more about your Alternative Social Security Account and how and when you can access it.
Employee Dress Code

Guidelines For Women & Men

In general, a business casual style is appropriate, and the following guidelines established by the district should be adhered to.

Please be moderately dressed. Women’s leggings must be worn with a top that reaches your fingertips when arms are down to your side.

Unacceptable Tops:
- Tank Tops, Halter Tops, Spaghetti straps
- Cut Out Backs, or any style that reveals undergarments, or stomach.
- T-shirts, Sweatshirts

Unacceptable Bottoms:
- Low-rise pants, Shorts
- Sweats/Workout Pants (acceptable in a PE/Athletic class)
- Jeans (if you are working a long-term sub assignment, acceptable on Campus Spirit Days and must be worn with a spirit shirt) Rips in jeans or styles revealing the skin is not allowed. No Jean Shorts.

Unacceptable Shoes:
- Tennis Shoes/Athletic – (acceptable on jean days)
- Beach Sandals or Flip Flops

Unacceptable Body Accessories:
- Inappropriate or Provocative Tattoos
- Piercings in any place other than the ears.
- Unnatural hair colors (ex. Bright Blues, Reds, Greens, Purples, etc.)
- Extreme Hairstyles or Designs Shaved Into hair.

If there is any question as to whether an item is acceptable or not, it is probably not. Please ask your supervisor should you have any questions on the guidelines.

Campus/Department Administrators will have complete and final judgement on all campus matters concerning interpretation of the employee dress code.
Mesquite ISD Substitute Pay Rates

**Substitute Teacher Pay**

Regular Substitute Teacher (30+ College Hours or Associates Degree)
$105.00 Daily Rate - $52.50 for Half Day

Degreed Substitute Teacher (Bachelor’s and/or Master’s Degree)
$110.00 Daily Rate - $55.00 for Half Day

Certified Substitute Teacher (Current, Active Certification)
$120.00 Daily Rate - $60.00 for Half Day

Mesquite ISD Retired Certified Substitute Teacher (Current, Active Certification)
$135.00 Daily Rate - $67.50 for Half Day

**Long Term Teacher Assignments**

On the 11th consecutive day in the same assignment, and is retroactive back to day 1 on assignment.

- Long-Term Certified Teacher Subs - $150.00 Daily Rate
- Long-Term Non-Certified Teacher Subs - $125.00 Daily Rate

*Long-term status is reached when the employee has worked at least 11 consecutive days in the same assignment, on the same campus.*

Teacher certifications MUST be kept current or the certified rates will be changed back to the degreed sub teacher rate. When you renew your certification, please email the substitutes manager at jjohnson10@mesquiteisd.org

**Substitute Paraprofessional Pay**

Substitute Instructional Aide/Clerical (High School Diploma or GED Equivalent)
$90.00 Daily Rate - $45.00 for Half Day

**Long Term Para Assignments**

On the 11th consecutive day in the same assignment, and is retroactive back to day 1 on assignment.

- Long-Term Para Subs - $95 Daily Rate

Sub teachers can choose to select both professional and paraprofessional jobs. Contact the sub manager if you are a sub teacher and want to see both jobs. Keep in mind that if a sub teacher, selects a sub para job, they will be paid at the sub para rate. Most para jobs with be marked with an “IA” in Frontline.

**Substitute Nurse Pay - $180 Daily Rate**

*Classroom Substitutes can earn a bonus up to $1000 in the school year!*

- Semester 1 Bonus $500 – Work 50 days or more in semester 1
- Semester 2 Bonus $500 – Work 50 days or more in semester 2

**Paycheck Information**

All employees are required to set up direct deposit. It is your responsibility to keep your bank information current. Make sure to keep your phone and mailing address current in the Employee Self-Service and your email current in the Absence Management System. The sub pay calendar is available on the mesquiteisd.org website.
Success Strategies

To be early is to be on time. To be on time is to be late.

Locate the office, cafeteria and adult restrooms in relation to your classroom. Be sure to use the restroom before your day begins. It may be hard once the school day starts to get time to visit the restroom because you cannot leave your students unattended.

Once in your classroom, locate the phone, list of pertinent numbers and the IN AN EMERGENCY information. The IN AN EMERGENCY information is usually located on the wall at the door in a red folder.

Review the teacher's notes/lesson plans. If you cannot locate the lesson plans, ask another teacher in your grade level or subject for help. Notify the office.

Be pleasant and confident.

Introduce yourself to the other classroom teachers in your assigned area.

You should record attendance, and note absences for the teacher. Elementary attendance needs to be reported to office by 10:00 am.

Begin lessons promptly. Stay with the lesson plan. Please refrain from wasting instructional time with personal stories.

Throughout the day, write brief notes on lessons covered and student behavior.

Let your class know early your expectations on behavior. If classroom rules are not posted, take a couple of minutes and write on a board or chart your expectations. Please keep the expectations positive in wording.

Be flexible, enthusiastic, and have a sense of humor.

Be sure to check out with the office, ask if you will be needed the following day.

Please do not eat or drink at the teacher's desk.

If you need to cancel an assignment, please do so as early as possible. The Substitute office is available at 6:30 a.m. during the school year.

Please log into Absence Management system at least once a week to check for Web Alerts that have information about the District, assignments or new policies.

It is suggested that you log into Absence Management system every morning to verify that there are no changes in your schedule for the day.

Above all be prompt, patient, and professional.
ACTIONS WHICH MAY LEAD TO REMOVAL AS A SUBSTITUTE

1. Habitually reporting late for assignments (more than 3 times)

2. Substitutes are expected to report on time AND stay until the end of the work day.

3. Students should never be left unattended in the classroom, or anywhere, when they are under your responsibility.

4. Under no circumstances should a substitute engage in an argument or physical confrontation with a student.

5. **Never** touch or physically handle a child.

6. Never photograph a child with a camera or phone.

7. Do not post any information about your class or experiences in class on a social network. Refrain from “friending” students or responding to “friend requests” from students. (e.g. FACEBOOK, Instagram)

8. Personal lap-tops or any non-telephone, electronic-devices are not permitted, on campus.

9. Cell phones are to be turned off during the school day.

10. Substitutes must be up walking around the room and monitoring students during the **ENTIRE** class period. Maintaining discipline revolves around the use of proximity.

11. When you access the teacher’s computer for lesson plans through your district email please do not use the internet to surf the web, handle any personal business or to download anything.

12. You MUST call the Substitute Office **and** the school to cancel a job (**AFTER** canceling in the Absence Management System).
Please note that excessive cancellations (more than three in any 90 day period) may result in a call or email from the Substitute Manager's office. Please be very careful about accepting multiple jobs through the Jobulator App and then cancelling them later. Excessive cancellations may cause you to lose the privilege to cancel jobs on your own. You may also be limited to seeing jobs only one day in advance or you could possibly be removed from the substitute list.

13. Substitutes must not leave campus during the school day.

14. Substitutes are expected to hold in professional confidence any information regarding pupils, parents, staff, etc.

15. Foods of Minimum Nutritional Value (FMNV) may not be sold or given away to students on school premises by school administrators or staff (principals, coaches, teachers, etc.), students or student groups, parents or parent groups, guest speakers, or any other person, company or organization. FMNVs are defined in federal regulations as having less than 5 percent of the RDA per serving for eight key nutrients (calories, total fat, saturated fat, protein, calcium, iron, vitamin A, vitamin C) and include soft drinks, water ices, chewing gum and candies.

16. Substitutes are expected to conduct themselves in a professional manner at all times. You should use a pleasant tone of voice, and polite mannerisms when dealing with students, parents and staff. Treat everyone with dignity.

17. Substitutes are expected to be dressed and ready to go when taking last minute assignments. Please refrain from repeatedly taking assignments after the start time.

18. Please do not cancel a job to take another job for a friend or favorite school less than 7 days in advance of the original job.

Any other action or cause, which may place into question the education, health and/or safety of the students and/or staff of the Mesquite ISD.
**Substitute Evaluation**

At the discretion of the principal, an evaluation of a substitute may be submitted to the Personnel Department. These evaluations may reflect satisfactory or unsatisfactory performance.

Receipt of unsatisfactory evaluations may result in a request for additional training. This will be at the discretion of the Personnel Director. You may be asked to schedule attendance at our next district orientation, in an effort to provide you with a refresher on expectations and classroom management. Additionally, you could be asked to complete outside training *at your own expense*. This training is through an outside substitute training agency (you will be provided with the company name and person to contact). Once you have successfully completed the course and provided a copy of your certificate, you will be allowed to return to substitute duties for a 90-day probationary period or until the end of the school year, whichever comes first. At that time, the Personnel Director will decide if your probationary period is removed or extended.

*Unsatisfactory evaluations may also initiate the substitute’s name being removed from the active substitute list in the best interest of the district.*

A sample Substitute Evaluation and Record of Disciplinary Action are located in the FORMS section of this handbook.

**Intent to Return**

It is presently anticipated that you will be re-employed to perform services in the same capacity for MISD for the upcoming school year. You will be contacted at the end of the school year to verify your intent to return for the next school year. This reasonable assurance is contingent on continued school operations and will not apply in the event of any disruption that is beyond the control of the district (e.g. but not limited to, inclement weather, lack of school funding, natural disasters, pandemics, court orders, public insurrections, war, etc.).

Nothing contained herein constitutes an employment contract. Your continued employment is on an at-will basis. Employers may terminate at-will employees at any time for any reason or for no reason, except for legally impermissible reasons. At-will employees are also free to resign at any time for any reason or for no reason.

*Classroom Substitutes(Teachers & Paraprofessionals): If NO DAYS are worked by the end of the school year, you will be considered as voluntarily declining to work, and will be inactivated in the system. You will need to re-apply to be a substitute with Mesquite ISD.*
All employees of the school district must notify his or her immediate supervisor (for all substitutes this is Chassordee Willis (Director of Recruiting and Retention) 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: (An employee may be discharged if the District obtains information of the employee’s conviction of a felony or crime involving moral turpitude that the employee did not disclose to SBEC/TEAL or the District).

- 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 conspiracy to transfer, sell or distribute any controlled substance
- Felonies involving driving while intoxicated (DWI) or driving under the influence (DUI) of drugs or alcohol
- Acts constituting abuse or neglect under the SBEC rules
- Violating assessment instrument security procedures.

If a holder of a certificate is arrested or criminally charged, the superintendent is also required to report the educator’s criminal history to the Division of Investigations at TEA.
Blood-Borne Pathogens

In order to protect yourself and children from the risk of INDIRECT exposure to blood-borne pathogens, you should be aware of the ways you may become infected.

The most likely exposure in the school classroom environment comes mainly from a student or co-worker who gets injured and is bleeding.

- Infected blood getting into an open cut or wound on YOUR skin.
- Infected blood getting into your eyes, inside your mouth or inside your nose.
- Any object puncturing YOUR skin which has infected blood on it, such as a needle.
- There is a very small risk from a bite that punctures your skin.

Precautions You Should Take
When Assisting Someone Who Is Injured

1. To stop or slow the bleeding, you should instruct the injured person to apply direct pressure to the wound themselves, if possible.
2. If the student needs assistance to apply pressure or clean the wound, you MUST put on latex or vinyl gloves FIRST.
3. Send the student to see the nurse once the bleeding has stopped. If necessary, call the nurse to come and assist the student to help stop excessive bleeding.

FOR CLEAN UP OF BIOLOGICAL FLUIDS LIKE BLOOD OR THROW UP PLEASE CALL FOR A CUSTODIAN TO ASSIST. THEY HAVE THE APPROPRIATE DISINFECTANT CLEANSERS.

YOU MUST REPORT TO THE CAMPUS NURSE ANY POSSIBLE EXPOSURE TO BLOOD AND/OR NEEDLE STICKS/SHARPS EXPOSURE IMMEDIATELY.
KRONOS INSTRUCTIONS

SUBSTITUTES WILL STILL CLOCK IN & OUT IN THE FRONT OFFICE USING THE PROVIDED COMPUTERS, LAPTOP, OR IPADS.

COMPUTERS SHOULD ALREADY BE ON AND ALL YOU HAVE TO DO IS LOOK FOR THE PORTAL LOG IN

The login for district computers and your Portal login are the same:
Example: John Doe
Username: jdoe Password: whatever you changed it to after THE FIRST TIME YOU LOGGED IN

Look for this ICON on Mesquite ISD computers. Click and Login to Portal

The FIRST time you will be asked to choose a picture to create a two factor login to access the portal.
helpful hint: Remember the picture and color of the background of the picture you choose

Scroll down to the Kronos icon and click to open
Select CLOCK IN or CLOCK OUT

Click OK

FINALLY, JUST CLOSE THE BROWSER USING THE X IN THE UPPER RIGHT CORNER
BASICS OF BEHAVIOR MANAGEMENT
Prepared by: Kelly Smith
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EXPLAIN - In Specific Terms.

MODEL - Your Expectations.

PRACTICE - What You Want to See.

REMINDE - Frequently.

REINFORCE - Behaviors that you like!
The Basics of Behavior Management

EXPLAIN IN SPECIFIC TERMS WHAT BEHAVIOR YOU EXPECT.

MODEL WHAT YOU EXPECT.

PRACTICE THE BEHAVIOR

REMIND FREQUENTLY.

REINFORCE THE EXPECTED BEHAVIOR.

POSITIVE THINKING IS IMPORTANT. Believe the behavior will get better and believe that the students will learn to make good choices.

TEAMWORK IS ESSENTIAL. Utilize the campus administration, teachers and other faculty.

CONSISTENCY IS THE KEY TO SUCCESS. Once you begin your “plan” be consistent in implementing it!
THREE KEYS TO SUCCESS

1. STAY CALM NO MATTER WHAT!

2. GIVE THE CHILD CHOICES!

3. SET LIMITS AND FOLLOW THROUGH WITH THE CONSEQUENCES CONSISTENTLY!

REMEMBER:

TONE

VOLUME

CADENCE

TALK

LOW......................

TALK

SLOW......................

& DON’T SAY MUCH AT ALL!
THE “LIMIT” TEST
(prepared by: Kelly Smith, MISD Behavior Specialist)

Before a limit leaves your lips, it has to pass the “limit” test!

THE TEST:

Is the limit clear?

Is the limit concise?

Is the limit reasonable?

Is the limit enforceable?
Jim Fay’s Four Steps To Deal with Arguing

STEP ONE: GO BRAIN DEAD!

Remember: There is nothing wrong with a kid that a little reasoning won’t make worse.

Never: Attempt to reason with a child. Don’t attempt to explain your position. Logic does not work in these situations because the child is playing by a different set of rules than you are. He/she is not interested in facts and logic. He/she is interested in seeing you give up!

STEP TWO: CHOOSE A LOVE AND LOGIC “ONE LINER”

Choose from:
- “I care about you too much to argue.”
- “I respect you too much to argue.”
- “I bet it feels that way.”
- “That’s an opinion.”
- “I understand.”
- “Probably so.”
- “How sad.”
- “Nice try.”
- “Thanks for noticing.”
- “Thanks for sharing.”
- “Ummmm.”

STEP THREE: DO NOT ATTEMPT TO THINK!

Become a broken record, saying the same one liner for each new argument the child comes up with. Keep your voice soft. Allow any frustration to be that of the child and not you.

STEP FOUR: IF THE CHILD CONTINUES TO ARGUE...

For some very strong willed or manipulative children, it is effective to say, “I argue at 12:15 or 3:15 daily. What would work best for you?” Then play broken record with this question. Don’t give into the temptation to match wits with the child.
AVOID POWER STRUGGLES.....

You are in a power struggle if you find yourself....

- Defending your position
- Allowing name calling or "button-pushing" to upset you
- Bringing up past history
- Delivering threats or excessive consequences

SOME THINGS TO REMEMBER...

You can only change yourself. You are in control of how you react not how the student acts!

Get the student involved in the problem-solving process.

Avoid reinforcing the inappropriate behavior.

Continue to set limits that are clear, concise, reasonable and enforceable and follow through with the consequences consistently.

Remember to teach what behaviors you expect and have the student replace that behavior with the inappropriate one.

Allow enough time for the student to respond before repeating the request.

And finally,

REMEMBER THAT IF YOU WANT A BEHAVIOR TO HAPPEN AGAIN, MAKE A BIG DEAL OUT OF IT. THE MORE ATTENTION YOU GIVE AN INAPPROPRIATE OR AN APPROPRIATE BEHAVIOR, THE MORE LIKELY THE STUDENT WILL DO IT AGAIN. THEREFORE, GIVE MINIMAL ATTENTION TO MISBEHAVIORS AND MAJOR ATTENTION TO THE BEHAVIOR YOU EXPECT AND WANT THE STUDENT TO DISPLAY AGAIN!
Love and Logic “Tips”
(Taken from Jim Fay’s “Discipline with Love and Logic”)

**Tip #1: Begin with Empathy (Avoid sarcasm!)**

**EMPATHETIC RESPONSES** are:
How sad! Bummer. Ohhh….this is hard. Oh, no….Um……

**Tip #2: Stop ARGUMENTS with ONE-LINERS….**

Probably so. I bet it feels that way.
I know. Thanks for sharing.
Nice try. What do you think you’re going to do?
How sad. Could be.
Bummer. I don’t know. What do you think?
That’s an opinion. Thanks for noticing.
I bet that’s true. Try not to worry about it.

*I respect you to much to argue with you.*

**Tip #3: Better ways to say NO!**

Say “yes” more than “no” to your students.

Examples:
“May I sharpen my pencil?”
“Yes, when I’m not teaching.”

“May I draw?”
“Yes, at lunch or in art.”

“May I talk?”
“Yes, at lunch, after school, on your time…”

“May I go to…..”
“Yes, when you finish that assignment.”

**Tip #4: Use Delayed Consequences as often as possible**

Stay Calm
Be empathetic
Say to the child,

“Oh, that kind of behavior is a problem. I'm busy teaching right now, so I'll get back to you later. Try not to worry!”
EMPLOYEE SELF SERVICE
MUNIS

This is an on-line service available to all employees so that you can view your personnel profile and payroll information. *This is where you can update your address, emergency contact and telephone information. Please note you can NOT enter or change an email address on this system nor can you change your NAME.* You do need to be sure that you have an emergency contact listed in your personal information.

You can access this site by logging on to [www.mesquiteisd.org](http://www.mesquiteisd.org) And then click on Staff Resources. You will then be rerouted to the Employee selection page. Click on the ICON for **Employee Self Service**. This will take you to the Munis Self Service Help Screen. The link to the log in page is located at the bottom – **under the instructions**.

Click on **Login** to the right on the gray bar.

**User Name:** Is your Employee ID number

**Password:** First time users it is the last 4 digits of your SSN then click login. You will be forced to change it upon logging in (the new password must be 6 characters in length). *Please change it to something you will remember.* Upon a successful login you need to click on **My Account** on the top blue header, near your name.

Next, click on **Employee Profile** – This will take you to the Personal Information screen. This is the screen where you can update your address and phone information. Among the items you may view are your pay/tax information, employee profile and Substitute teaching history. *Please note we do not record certification information on substitutes.*

**Only Payroll can reset your password for you. If you need assistance concerning Employee Self-Service access OR your paycheck you may call Payroll at 972-882-7322.**
FORMS SECTION
SUBSTITUTE EVALUATION FORM

DATE: ________________________________________________

CAMPUS: ________________________________________________

CLASSROOM TEACHER: ________________________________________________

GRADE LEVEL/SUBJECT: ________________________________________________

NAME OF SUBSTITUTE: ________________________________________________

Was the substitute prompt in reporting for duty?  YES  NO

Were students properly monitored?  YES  NO

Was the substitute dressed professionally and in a manner appropriate to assignment?  YES  NO

Did the substitute follow the teacher’s instructions?  YES  NO

Did the substitute maintain order in the classroom?  YES  NO

Did the substitute exhibit professional conduct?  YES  NO
If no, please explain below.

Were the classroom, materials and equipment left in proper order?  YES  NO
If no, please explain below.

As Principal, do you want this sub to return to your campus?  YES  NO

Principal’s Initials  ____________  YES  NO

Please give a DETAILED account of the situation (Please attach additional pages if necessary):

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
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________________________________________________________________________
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________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
Record of Disciplinary Action

Substitute Name _______________________ Contact # _______________________

Date Substitute Inactivated: _____________ Future Jobs Cancelled: Yes or No

Date Substitute Called to Check on Inactivation: __________________________

Phone Call or Personal Appointment Date: __________________________

Number of Previous Disciplinary Actions: ________

Substitute’s Comments:

____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________

Instructions/Re-direction discussed with Substitute:

____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________
____________________________________________________________________

Was the substitute told that receipt of any further similar policy violations or misconduct could result in removal from the MISD substitute list? YES or NO

Was the substitute instructed to schedule attendance to a district orientation for additional training? YES or NO

Was the substitute notified of and removed from the MISD substitute list? YES or NO

Was the substitute offered to attend an outside substitute teacher training course as an opportunity to be re-instated as an MISD substitute in a probationary capacity? YES or NO.

Name of Person Completing Form: ______________________________ Date: _________________
Substitute Teacher Evaluation Acknowledgement

A substitute teacher has one of the most difficult assignments in the school system. Substitutes are an integral part of the instructional process. Due to the difficult nature of this assignment, substitutes must possess the patience and understanding needed to work with children on a daily basis in an appropriate and professional manner.

At the discretion of the principal, an evaluation of a substitute can be submitted to the personnel Department. These evaluations may reflect satisfactory or unsatisfactory performance.

If a principal submits an unsatisfactory report concerning a specific substitute then that substitute, may be called to come into the Personnel Department for a conference. This will allow the substitute to discuss the situation and circumstances leading to the evaluation.

Substitute teachers, are employed on an at-will basis. “At-will” means that there is no expectation of continued employment. Employment is on a day-to-day basis. Either party may dissolve the employment relationship at anytime.

Unsatisfactory evaluations concerning a specific substitute can initiate the substitutes’ name being removed from the active substitute list, in the best interest of the district.

My signature verifies that I understand the evaluation process and the at-will employment arrangements.

_____________________________  _________________________
Substitute Signature          Substitute Name (please print)

_____________________________
Date
I hereby acknowledge receipt of the digital version of the Mesquite ISD Substitute Handbook. I agree to read the handbook and abide by the standards, policies, and procedures defined or referenced in this document.

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

I understand that no modifications to the contractual relationships or alterations of at-will relationships are intended by this handbook. I understand that substitute employment is on a day to day basis with no expectation of continued employment.

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

Employee’s Signature  Date

Employee’s Name (Printed or Typed)  Social Security Number
Absence Management

SIGNING IN

Type aesoponline.com in your web browser’s address bar or go to app.frontlineeducation.com if you have a Frontline Account.

The Sign In page will appear. Enter your ID/username and PIN/password and click Sign In.

RECOVERING CREDENTIALS

If you cannot recall your credentials, use the recovery options or click the “Having trouble signing in?” link for more details.

SEARCHING FOR AVAILABLE JOBS

You can review available jobs directly on the homepage. These potential jobs appear in green on the calendar and in list form under the “Available Jobs” tab.

To accept a job, click the Accept button beside the absence (or click Reject to remove a job from the list).

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GETTING HELP AND TRAINING

If you have questions, want to learn more about a certain feature, or want more information about a specific topic, click Help Resources and select Frontline Support. This opens a knowledge base of help and training materials.

ACCESSING ABSENCE MANAGEMENT ON THE PHONE

In addition to web-based, system accessibility, you can also find and accept available jobs, manage personal information, change your PIN number, and more, all on the phone.

When You Call into Absence Management

To call, dial 1-800-942-3767. You’ll be prompted to enter your ID number (followed by the # sign), then your PIN number (followed by the # sign).

When calling the Absence Management system, you can:
- Find available jobs – Press 1
- Review or cancel upcoming jobs – Press 2
- Review or cancel a specific job – Press 3
- Review or change your personal information – Press 4

When the Absence Management System Calls You

If an available job has not been filled by another substitute two days before the absence is scheduled to start, the system will automatically begin to call substitutes and try to fill the job.

Keep in mind, when the system calls you, it will call about one job at a time, even if you’re eligible for other jobs. You can always call in (see “When You Call into Absence Management” section above) to hear a list of all available jobs.

Note: When the system calls, be sure to say a loud and clear “Hello” after answering the call. This will ensure that the system knows you picked up the call.

When you receive a call, you can:
- Listen to available jobs – Press 1
- Prevent Absence Management from calling again today – Press 2
- Prevent Absence Management from ever calling again – Press 9

If you are interested in the available job, Press 1. You will be asked to enter your PIN number (followed by the # sign). The Absence Management system will list the job details, and you will have the opportunity to accept or reject the job.

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What is a 457(b) FICA Alternative?

The Omnibus Budget Reconciliation Act of 1990 (OBRA 90) mandates that employees of public agencies, including school districts who are not members of the employer’s existing retirement system as of January 1, 1992, be covered under Social Security or a qualifying alternate plan. The 457(b) FICA Alternative Plan satisfies federal requirements and provides substantial cost savings compared to Social Security.

Benefits of Contributing to a 457(b) FICA Alternative Plan

- Bridge your retirement income gap
- Lower your taxes
- Automatic savings via payroll deductions

Important Points About Your 457(b) FICA Alternative

Eligibility: An employee is required to participate in the FICA Alternative Plan if they meet one of the eligibility requirements listed below.

- Part-time (20 hours or less per week)
- Seasonal (five months or less per year)
- Temporary (contract of two years or less in duration)
- Not covered by TRS in a position otherwise covered by TRS

Contributions: Social Security requires that the equivalent of 12.4% of an employee’s salary be contributed each month (6.2% employee, 6.2% employer). However, the FICA Alternative Plan requires only a 7.5% contribution to a retirement account. The deferrals are made on a “pre-tax” basis, unlike Social Security, which are made on an “after-tax” basis.

Investments: The FICA Alternative investment portfolio is selected by the employer and directly overseen by an Investment Advisory Committee. The portfolio is comprised of a broad range of stock and bond mutual funds, as well as individual bonds typically held to maturity. The portfolio is periodically adjusted to adapt to changing market conditions. You can view the investments as of the end of each calendar quarter and the asset performance data for the quarter, year to date and other time periods on the www.tcgservices.com website.

Distributions: The employee or their beneficiary will receive the FICA Alternative Plan account balance when an employee becomes eligible for a distribution for any of the following reasons:

- Termination of Employment
- Permanent and Total Disability
- Changed employment status to a position covered by another retirement system (e.g., TRS)
- Death
- Retirement

If there have been no contributions to the account for two (2) years and the account balance is less than $5,000, the employee may be able to request a distribution.
Additional Important Points About Your 457(b) FICA Alternative

Taxation: When the employee begins to receive benefits, the funds received become taxable income. If the taxable portion of the account balance exceeds $200, the employee can avoid immediate taxation by directing the account balance to:

- A traditional IRA
- An eligible employer plan that accepts the rollover (i.e., TRS, 403(b), 457, etc.)

Designating a Beneficiary: If the employee dies while a participant in the Plan, the account balance will be distributed to the employee’s beneficiary. If the employee is married at the time of death, the spouse is automatically the beneficiary. If the employee wishes to designate someone other than the spouse as beneficiary, the employee must do so in writing and the spouse must sign a spousal consent form. If the employee is unmarried at the time of death, the account balance will be paid to the employee’s estate unless another beneficiary has been designated. To designate a beneficiary, please login to your account at www.tcgservices.com using the instructions under “Account Access” below.

Company Offering Services: The Company chosen to provide the 457(b) FICA Alternative Plan is TCG Administrators, a company with many years of proven expertise in administering retirement plans to public sector employees.

Protection from Liability: The District as a 457(b) plan sponsor is responsible for the types of investments offered to participants. Most 457(b) plans do not protect the District from fiduciary liability. The 457(b) FICA Alternative Retirement Plan offers fiduciary protection for the District through an Investment Advisory Agreement with TCG Advisory Services, LLC.

Plan Information: For a detailed explanation of the plan rules and fees, you may access the Summary Plan Description at www.tcgservices.com by searching your employer’s plan name. TCG Administrators will send a statement to you at the end of the plan year. However, you may view your account value updated daily on the TCG website by accessing your account as described below.

Account Access: To review your account balance or request a distribution, you can access your account on the TCG website at www.tcgservices.com. Please follow the steps below to access your account online.

1. Click the Login button in the upper right-hand corner
2. Click the Group Retirement Plans box
3. User Name will be your Social Security Number (no spaces or dashes): ************
4. Password will be your date of birth (MMDDYYYY): ************
IN AN EMERGENCY
WHEN YOU HEAR IT. DO IT.

LOCKOUT! Get inside. Lock outside doors.

STUDENTS
Return inside
Business as usual

TEACHER
Bring everyone indoors
Lock outside doors
Increase situational awareness
Business as usual
Take attendance

LOCKDOWN! Locks, lights, out of sight.

STUDENTS
Move away from sight
Maintain silence
Do not open the door

TEACHER
Lock interior doors
Turn out the lights
Move away from sight
Do not open the door
Maintain silence
Take attendance

EVACUATE! To the announced location.

STUDENTS
Bring your phone
Leave your stuff behind
Follow instructions

TEACHER
Lead evacuation to location
Take attendance
Notify if missing, extra or injured students

SHELTER! Hazard and safety strategy.

STUDENTS
Hazard
Tornado
Hazmat
Earthquake
Tsunami
Safety Strategy
Evacuate to shelter area
Seal the room
Drop, cover and hold
Get to high ground

TEACHER
Lead safety strategy
Take attendance

HOLD! In your classroom. Clear the halls.

STUDENTS
Remain in the classroom until the “All Clear” is announced

TEACHER
Close and lock classroom door
Business as usual
Take attendance

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EXISTING SCHOOLS/SITES
2021 / 2022

Schools and Sites are listed alphabetically by last name. They are numbered consecutively. The numbers of the sites are not necessarily the order in which schools will be built. That is determined as needs dictate.
2023-24 Classroom Substitutes Pay Calendar

Classroom substitutes who work 50 full days in the fall semester will receive a $500 bonus in late January. Additionally, any classroom substitutes who work 50 full days in the spring semester will receive a $500 bonus in late June.

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