

SERVICE ANIMALS An employee with a qualifying disability may have the right to have a service/assistance animal, as defined at FBA(LEGAL), accompany him or her on campus and other District facilities. [See DIA(LEGAL), REASONABLE ACCOMMODATIONS]

“Service animals” include:

1. Hearing dogs;
2. Guide or signal dogs;
3. Seizure alert dogs;
4. Allergen alert dogs;
5. Mobility or physical support dogs; and
6. Psychiatric service dogs.

The District does not purchase or otherwise provide service animals or handlers of service animals for employees.

Service animals are defined as any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability. The work or tasks performed must be directly related to the individual’s disability. The crime deterrent effects of an animal’s presence and the provision of emotional support, well-being, comfort, or companionship do not constitute work or tasks for the purposes of this definition. A service animal is not a pet.

Animals that do no work or perform tasks for the benefit of an individual with a disability are not permitted on campus.

REQUIREMENTS The individual, not the District, is responsible for the care, supervision and handling of the service animal. Service animals must not be left unattended on campus at any time. A service animal on campus or in any District facility must remain within the control of the handler at all times and must be housebroken.

The service animal shall be allowed to eliminate waste only in designated areas and the individual is responsible for cleaning up after the animal. The animal must be treated for, and kept free of, fleas and ticks. The animal must be kept clean and groomed to avoid excessive shedding and dander. In the event of a health or emergency situation involving the animal, the owner of the animal shall provide all necessary transportation, care, and assistance for the animal.

District Administration may ask if the animal is required because of a disability and what work or task the animal has been trained to

perform. If the animal does not perform work or tasks directly related to the individual's disability, the School District may instruct the individual to remove the animal from the premises.

The District requires that any service animal who enters a District facility on a regular basis shall wear at all times the animal is on District property, an orange collar and a leash, or a vest to identify to all persons that the animal is a service animal.

REMOVAL OF  
SERVICE ANIMAL

If a service animal is not housebroken, displays signs of being out of control at any time and the animal's handler does not take effective action to control it, or is a direct threat to the health or safety of others [see FB(LEGAL), DIRECT THREAT], the animal will be removed from the building.

(District Administration may ask the individual to remove the animal if the animal's presence or behavior fundamentally alters the nature of the District's service, program, or activity.

REQUEST

An employee must submit a written request for a service animal to accompany the employee to the Kerrville ISD Personnel Director at least ten District business days prior to bringing the animal on campus. If not readily apparent, the employee will confirm that the animal is required because of the employee's disability and will provide information about the work or tasks that the animal has been trained to perform.

VACCINATIONS

A service animal's vaccinations must be kept current in accordance with state law, including rabies vaccinations. The employee will annually provide a copy of the vaccination record, which will be kept on file with the campus principal.

LIABILITY

The individual, not the district, is liable for any harm, injury, or damage caused by the animal to students, District employees, visitors, and/or property.

The Kerrville Independent School District and its employees shall be held harmless in the event that the animal damages property or causes harm to anyone on campus. It is the individual's responsibility to inform others that the animal is a service animal and should not be petted, bothered, harassed or fed. The use of a collar or harness that identifies the animal as a service animal is strongly recommended to communicate the animal's status.

INTEGRATION

The employee will work with district and/or campus administration to create a plan to integrate the service animal into the classroom

and school environment and to meet the animal's basic needs during the school day.

The plan will consider:

1. A District or school wide educational program to educate students and staff on how to behave appropriately around the animal;
2. Rest times and a rest place for the animal, if needed;
3. An area for the animal to relieve itself;
4. Emergency evacuation and disaster response;
5. Alternate accommodations/plans in the event the animal is unable to accompany the employee to school due to illness, injury, or death; and
6. Impact on students in the learning environment.

APPEAL

Complaints alleging discrimination or harassment based on disability may be appealed in accordance with DIA(LOCAL).

All other decisions regarding service animals may be appealed in accordance with DGBA(LOCAL).