

# Fabens ISD

## 2025-2026 Employee Handbook



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# Employee Handbook Receipt

Name \_\_\_\_\_

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

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

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

***www.fabensisd.net***

Please indicate your choice by checking the appropriate box below:

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

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

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

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

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Please sign and date this receipt and forward it to supervisor.

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 Fabens ISD Human Resources Director.

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 Fabens ISD.

# District Information

## Description of the District

Fabens ISD is a rural district located 20 miles southeast of El Paso, Texas in El Paso County. The district covers 62 square miles of El Paso County. Fabens has been an agricultural community that has continually received Mexican immigrants seeking better opportunities. The railroad line through Fabens was built by Southern Development Company, which was owned by Southern Pacific. The coming of the railroad had brought a few humble dwellings to our location, for this was a watering station. It was the custom in those early days to name railroad stops for officials of the railroad. Therefore, our town was given the name FABENS in honor of Mr. George Wilson Fabens, assistant land commissioner for the Southern Pacific Lines in Texas and Louisiana. Fabens didn't begin to grow until 1910. At that time the county road was finished and soon paved as State Highway No. 1. The bridge across the Rio Grande River was built in 1910. In 1913 the O'Donnell Inn (then called Island Inn), a depot and the Cobos School were all built. The TEXAS HANDBOOK, Vol. 1 says, "As part of the San Elizario grant, the site (Fabens) was sold to Sabas Grijalva and Diego Loya, who in turn, sold it to E. S. Newman in 1887, excluding the right-of-way already given to the Galveston, Harrisburg, and San Antonio Railroad. The townsite was laid out in 1911, but the main development was by the Fabens Townsite and Improvement Company, which acquired ownership in 1913." The first school location in Fabens was a building in the 300 blocks of West Main. That building no longer stands. Mrs. J.M. Escajeda, at the time the oldest living alumni at the time, told us she once attended school there. At that time there was no paved road. Cattle roamed the area and frightened the children on their way to school. During the early years, Latin-American and Anglo children did not attend school together. For a time the Anglos were taught good 'old' reading, 'writing, and 'arithmetic' in a tent which was pitched at the corner of Fabens and Camp Streets, about where the First Baptist Church stands. The school year of 1923-1924 saw Fabens with three schools. A Mexican primary school of three grades and three teachers with attendance passing the one hundred mark, and an Anglo school of eight grades with five teachers and one hundred and twenty-five as the highest attendance. A school on the island had about 75 students. Fabens and Island school consolidated beginning with the year 1924-1925. In 1927 a new school was built. All pupils except those who could not speak English attended this school. Non-English speaking pupils continued using the Cobos School until it was demolished to make way for the new High School which was erected in 1947. Non-English speaking students were moved to the old CC Camp building, which the School District had acquired. Fabens also had a school for Black students located at CC Camp. This camp was here during the depression years of 1936-1939. When Black students finished grade school they 9 Department of Human Resources were bused to El Paso to attend Douglass High School. In the fall of 1961, all the Black students were transferred to the various other buildings of our school district. The next building in our school district was the Primary, built-in 1953. This was later named Risinger Primary and now is the David Sublosky Head Start Early Childhood Center. In 1963 Johanna O'Donnell Elementary was built housing 4th and 5th grades. The O'Donnell has since moved to the old high school since a new High School was completed on G Avenue NE in December 1988.

Students began classes in January 1989. Our latest new addition is our Middle School which was built in 1999. With the move of the 4th and 5th grades to the 'old' High School completed, the Cotton Valley Early College H.S. has moved into the building previously known as the O'Donnell 4th. This brief history was researched and written by Fabens High School students, 1999.

## **District Map**

## **Mission Statement, Goals, and Objectives**

### *Policy AE*

All students of the District will be prepared to be successful, lifelong, global learners. Cultivating a growth mindset.

## **Board of Trustees**

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

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

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

Current board members include:

- Luis (Charlie) Estrada-President
- Angle Ornelas-Vice President
- Crystal Ramirez-Secretary
- Orlando Flores-Trustee
- Ben Morales-Trustee
- Julieta Sepulveda Ramirez-Trustee
- Greg Spence-Trustee

The board usually meets every third Wednesday of the month at 6:30 p.m. In the event that large attendance is anticipated, the board may meet at Fabens Middle School. Special meetings may be called when necessary. A written notice of regular and special meetings will be posted on the district website and at the Fabens Post Office at least three business days 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**

- July 16, 2025
- August 20, 2025
- September 17, 2025
- October 15, 2025
- November 19, 2025
- December 17, 2025
- January 21, 2026
- February 18, 2026
- March 18, 2026
- April 15, 2026
- May 20, 2026
- June 17, 2026

## **Administration**

|   |                     |
|---|---------------------|
| Superintendent.....                         | Dr. Rogelio Segovia |
| Assistant Superintendent.....               | Manuel Aldaco       |
| Director of Child Nutrition.....            | Marcela Licerio     |
| Director of Finance.....                    | Silvia Nunez        |
| Director of Human Resources.....            | Aide Polanco        |
| Director of Operations and Maintenance..... | Jesus Barba         |
| Director of Special Education.....          | Diane Flores        |
| Director of Technology.....                 | Miguel Perez        |

# School Calendar



## Fabens Independent School District

# 202526

Academic Calendar / Calendario Escolar

  

### Legend / Clave

|   |   |
|---|---|
| <span style="background-color: #1a3d4d; color: white; padding: 2px;"> </span> Holiday / District Closure<br>Día festivo / día del distrito  | <span style="background-color: #ff0000; color: white; padding: 2px;"> </span> Teacher Work Day<br>Día hábil para maestros                     |
| <span style="background-color: #ffff00; color: black; padding: 2px;"> </span> Staff Development<br>Días de desarrollo profesional           | <span style="background-color: #ffa500; color: black; padding: 2px;"> </span> Teacher Planning Day<br>Día de planificación para maestros      |
| <span style="background-color: #00ff00; color: black; padding: 2px;"> </span> Intercession<br>Intercesión                                   | <span style="background-color: #800080; color: white; padding: 2px;"> </span> Parent / Teacher Conference<br>Conferencia de padres y maestros |
| <span style="background-color: #ff00ff; color: white; padding: 2px;"> </span> New Teacher Orientation<br>Orientación para maestros nuevos   | <span style="border: 1px solid black; border-radius: 50%; padding: 2px;"> </span> First Day of Instruction<br>Primer día de instrucción       |
| <span style="border: 1px solid black; border-radius: 50%; padding: 2px;"> </span> Grading Period Begins<br>Inicia periodo de calificaciones | <span style="border: 1px solid black; border-radius: 50%; padding: 2px;"> </span> Last Day of Instruction<br>Último día de instrucción        |
| <span style="border-left: 1px solid black; padding: 2px;"> </span> Grading Period Ends<br>Termina periodo de calificaciones                 |   |

  

### Holidays / Dias festivos

|   |               |
|---|---------------|
| Fourth of July / 4 de julio                       | 07/04         |
| Holiday / Día festivo                             | 08/29         |
| Labor Day / Día del Trabajo                       | 09/01         |
| Intercession / Intercesión                        | 10/06 - 10/09 |
| Holiday / Día festivo                             | 10/10         |
| Veterans Day / Día de los Veteranos               | 11/11         |
| Thanksgiving Break / Receso de otoño              | 11/24 - 11/28 |
| Winter Break / Receso de invierno                 | 12/22 - 01/02 |
| Martin Luther King Jr. Day / Día de Martin Luther | 01/19         |
| Holiday / Día festivo                             | 02/13         |
| Intercession / Intercesión                        | 03/09 - 03/12 |
| Spring Break / Vacaciones de primavera            | 03/13 - 03/20 |
| Holiday / Día festivo                             | 04/03         |
| Memorial Day / Día de Conmemoración de los Caídos | 05/25         |

  

### Nine Weeks Reporting Periods

|   |   |  |
|---|---|--|
| <i>Periodo de calificaciones de 9 semanas</i> | <i>Instructional Days &amp; Minutes</i> | <i>Días de instrucción &amp; minutos</i> |
| 1st 9 Weeks / Primeras 9 semanas              | 08/14 - 10/2                            | 43 19,350                                |
| 2nd 9 Weeks / Segundas 9 semanas              | 10/14 - 12/18                           | 42 18,900                                |
| 3rd 9 Weeks / Terceras 9 semanas              | 01/07 - 03/06                           | 41 18,450                                |
| 4th 9 Weeks / Cuartas 9 semanas               | 03/23 - 05/28                           | 46 20,700                                |
|   | <b>Total</b>                            | <b>172 77,400</b>                        |

  

### No Classes for Students / No clases para estudiantes

|  |       |
|--|-------|
| Teacher Planning Day / Planificación para maestros | 10/03 |
| Teacher Work Day / Día hábil para maestros         | 12/19 |
| Staff Development / Entrenamiento                  | 04/06 |
| Teacher Work Day / Día hábil para maestros         | 05/29 |

  

### Dates for Parents / Fechas para padres

|   |               |
|---|---------------|
| First Day of School / Primer día de clases        | 08/04         |
| Parent Conference Nights / Conferencias de padres | 08/25 - 08/28 |
| Parent Conference Nights / Conferencias de padres | 02/09 - 02/12 |
| Last Day of School / Último día de clases         | 05/28         |

  

### Dates for Staff / Fechas para empleados

|  |               |
|--|---------------|
| New Teacher Orientation / Orientación              | 07/21         |
| Teacher Work Day / Día hábil para maestros         | 07/22         |
| Staff Development / Entrenamiento                  | 07/23 - 07/30 |
| Teacher Work Day / Día hábil para maestros         | 08/01         |
| Staff Development / Entrenamiento                  | 10/13         |
| Teacher Work Day / Día hábil para maestros         | 12/19         |
| Teacher Planning Day / Planificación para maestros | 01/05         |
| Staff Development / Entrenamiento                  | 01/06         |
| Staff Development / Entrenamiento                  | 04/06         |
| Teacher Work Day / Día hábil para maestros         | 05/29         |

| JULY / JULIO 2025 |    |    |    |    |    |    | JANUARY / ENERO 2026 |    |    |    |    |    |    |
|-------------------|----|----|----|----|----|----|----------------------|----|----|----|----|----|----|
| S                 | M  | Tu | W  | Th | F  | S  | S                    | M  | Tu | W  | Th | F  | S  |
|                   |    | 1  | 2  | 3  | 4  | 5  |                      |    |    |    | 1  | 2  | 3  |
| 6                 | 7  | 8  | 9  | 10 | 11 | 12 | 4                    | 5  | 6  | 7  | 8  | 9  | 10 |
| 13                | 14 | 15 | 16 | 17 | 18 | 19 | 11                   | 12 | 13 | 14 | 15 | 16 | 17 |
| 20                | 21 | 22 | 23 | 24 | 25 | 26 | 18                   | 19 | 20 | 21 | 22 | 23 | 24 |
| 27                | 28 | 29 | 30 | 31 |    |    | 25                   | 26 | 27 | 28 | 29 | 30 | 31 |

  

| AUGUST / AGOSTO 2025 |    |    |    |    |    |    | FEBRUARY / FEBRERO 2026 |    |    |    |    |    |    |
|----------------------|----|----|----|----|----|----|-------------------------|----|----|----|----|----|----|
| S                    | M  | Tu | W  | Th | F  | S  | S                       | M  | Tu | W  | Th | F  | S  |
|                      |    |    |    |    | 1  | 2  | 1                       | 2  | 3  | 4  | 5  | 6  | 7  |
| 3                    | 4  | 5  | 6  | 7  | 8  | 9  | 8                       | 9  | 10 | 11 | 12 | 13 | 14 |
| 10                   | 11 | 12 | 13 | 14 | 15 | 16 | 15                      | 16 | 17 | 18 | 19 | 20 | 21 |
| 17                   | 18 | 19 | 20 | 21 | 22 | 23 | 22                      | 23 | 24 | 25 | 26 | 27 | 28 |
| 24                   | 25 | 26 | 27 | 28 | 29 | 30 | 29                      | 30 | 31 |    |    |    |    |
| 31                   |    |    |    |    |    |    |                         |    |    |    |    |    |    |

  

| SEPTEMBER / SEPTIEMBRE 2025 |    |    |    |    |    |    | MARCH / MARZO 2026 |    |    |    |    |    |    |
|-----------------------------|----|----|----|----|----|----|--------------------|----|----|----|----|----|----|
| S                           | M  | Tu | W  | Th | F  | S  | S                  | M  | Tu | W  | Th | F  | S  |
|                             | 1  | 2  | 3  | 4  | 5  | 6  | 1                  | 2  | 3  | 4  | 5  | 6  | 7  |
| 7                           | 8  | 9  | 10 | 11 | 12 | 13 | 8                  | 9  | 10 | 11 | 12 | 13 | 14 |
| 14                          | 15 | 16 | 17 | 18 | 19 | 20 | 15                 | 16 | 17 | 18 | 19 | 20 | 21 |
| 21                          | 22 | 23 | 24 | 25 | 26 | 27 | 22                 | 23 | 24 | 25 | 26 | 27 | 28 |
| 28                          | 29 | 30 |    |    |    |    | 29                 | 30 | 31 |    |    |    |    |

  

| OCTOBER / OCTUBRE 2025 |    |    |    |    |    |    | APRIL / ABRIL 2026 |    |    |    |    |    |    |
|------------------------|----|----|----|----|----|----|--------------------|----|----|----|----|----|----|
| S                      | M  | Tu | W  | Th | F  | S  | S                  | M  | Tu | W  | Th | F  | S  |
|                        |    |    | 1  | 2  | 3  | 4  |                    |    |    | 1  | 2  | 3  | 4  |
| 5                      | 6  | 7  | 8  | 9  | 10 | 11 | 5                  | 6  | 7  | 8  | 9  | 10 | 11 |
| 12                     | 13 | 14 | 15 | 16 | 17 | 18 | 12                 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19                     | 20 | 21 | 22 | 23 | 24 | 25 | 19                 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26                     | 27 | 28 | 29 | 30 | 31 |    | 26                 | 27 | 28 | 29 | 30 |    |    |

  

| NOVEMBER / NOVIEMBRE 2025 |    |    |    |    |    |    | MAY / MAYO 2026 |    |    |    |    |    |    |
|---------------------------|----|----|----|----|----|----|-----------------|----|----|----|----|----|----|
| S                         | M  | Tu | W  | Th | F  | S  | S               | M  | Tu | W  | Th | F  | S  |
|                           |    |    |    |    |    | 1  |                 |    |    |    |    | 1  | 2  |
| 2                         | 3  | 4  | 5  | 6  | 7  | 8  | 3               | 4  | 5  | 6  | 7  | 8  | 9  |
| 9                         | 10 | 11 | 12 | 13 | 14 | 15 | 10              | 11 | 12 | 13 | 14 | 15 | 16 |
| 16                        | 17 | 18 | 19 | 20 | 21 | 22 | 17              | 18 | 19 | 20 | 21 | 22 | 23 |
| 23                        | 24 | 25 | 26 | 27 | 28 | 29 | 24              | 25 | 26 | 27 | 28 | 29 | 30 |
| 30                        |    |    |    |    |    |    | 31              |    |    |    |    |    |    |

  

| DECEMBER / DICIEMBRE 2025 |    |    |    |    |    |    | JUNE / JUNIO 2026 |    |    |    |    |    |    |
|---------------------------|----|----|----|----|----|----|-------------------|----|----|----|----|----|----|
| S                         | M  | Tu | W  | Th | F  | S  | S                 | M  | Tu | W  | Th | F  | S  |
|                           | 1  | 2  | 3  | 4  | 5  | 6  |                   |    |    |    |    |    |    |
| 7                         | 8  | 9  | 10 | 11 | 12 | 13 | 7                 | 8  | 9  | 10 | 11 | 12 | 13 |
| 14                        | 15 | 16 | 17 | 18 | 19 | 20 | 14                | 15 | 16 | 17 | 18 | 19 | 20 |
| 21                        | 22 | 23 | 24 | 25 | 26 | 27 | 21                | 22 | 23 | 24 | 25 | 26 | 27 |
| 28                        | 29 | 30 | 31 |    |    |    | 28                | 29 | 30 |    |    |    |    |

## 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.

|   |                |
|---|----------------|
| <b>Benefits:</b> Insurance Benefits, Leave of Absences and Retirements.....                                       | (915) 765-2113 |
| <b>Risk Management:</b> Safety, Workers' Compensation, Reports of Injuries, and Transitional<br><b>Duty</b> ..... | (915) 765-2107 |
| <b>Payroll</b> .....  | (915) 765-2112 |
| <b>Substitutes</b> .....  | (915) 765-2113 |
| <b>Texas Education Agency (TEA)</b> .....   | (512) 463-9734 |
| <b>Texas Retirement System of Texas</b> .....   | (800) 223-8779 |
| <b>Fabens ISD Security</b> .....  | (915) 765-2680 |
| <b>Technology Department</b> .....  | (915) 765-2670 |
| <b>Human Resources</b> .....  | (915) 765-2600 |

## School Directory

### Fabens Elementary School

1200 Mike Maros, Fabens, TX 79838

Phone: (915)765-2650

Fax: (915)764-3339

### O'Donnell Intermediate School

301 NE Camp Street, Fabens, TX 79838

Phone: (915)765-2640

Fax:(915)764-3339

### Fabens Middle School

800 Walker Street, Fabens, TX 79838

Phone:(915)765-2630

Fax:(915)764-7263

### Fabens High School

601 NE "G" Avenue, Fabens, TX 79838

Phone:(915)765-2620

Fax:(915)764-4953

# Employment

## Equal Employment Opportunity

*Policies DAA, DIA*

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

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

The district designates and authorizes the following employee as the Title IX coordinator for employees to address concerns or inquiries regarding discrimination based on sex, including sexual harassment: *Aide Polanco, Human Resources Director, 821 NE "G" Avenue, Fabens, TX 79838 or via telephone at (915)765-2600*. 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: *Diane Flores, Director of Special Education, 603 NE Camp St., Fabens, TX 79838 or via telephone at (915)765-2691*.

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

## Job Vacancy Announcements

*Policy DC*

Announcements of job vacancies by position and location are posted on a regular basis to the district's website ([fabensisd.net](http://fabensisd.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](http://www.trs.texas.gov)).

## **Contract and Noncontract Employment**

### *Policy DC series*

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

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

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

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

**Noncertified Professional and Administrative Employees.** Employees in professional and administrative positions that do not require SBEC certification (such as noninstructional administrators) are employed by a one-year contract that is not subject to the provisions for nonrenewal or termination under the Texas Education Code.

*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 when there is action against, or revocation of, their license.

A certified employee's contract may be voided without Chapter 21 due process and employment terminated if the individual does not hold a valid certificate or fails to fulfill the requirements necessary to renew or extend a temporary certificate, emergency certificate, probationary certificate, or permit. A contract may also be voided if SBEC suspends or revokes certification because of an individual's failure to comply with criminal history background checks. Contact Human Resources 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. Failure to verify employment authorization may result in termination.

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

*Policy CQ, DHE*

Non-investigatory searches in the workplace including accessing an employee's desk, file cabinets, or work area to obtain information needed for usual business purposes may occur when an employee is unavailable. Therefore, employees are hereby notified that they have no legitimate expectation of privacy in those places. In addition, the district reserves the right to conduct searches when there is reasonable cause to believe a search will uncover evidence of

work-related misconduct. Such an investigatory search may include drug and alcohol testing if the suspected violation relates to drug or alcohol use. The district may search the employee, the employee's personal items, and work areas including district-owned technology resources, lockers, and private vehicles parked on district premises or work sites or used in district business. Disciplinary action, up to and including termination, may result if an employee refuses to submit to testing or is found to violate district policy.

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

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

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

Employees with questions or concerns relating to alcohol and drug testing policies and related educational material should contact Human Resources.

## **Health Safety Training**

### *Policies DBA, DMA*

Certain employees who are involved in physical activities for students must maintain and submit to the district proof of current certification or training in first aid, cardiopulmonary resuscitation (CPR), the use of an automated external defibrillator (AED), concussion, and extracurricular athletic activity safety. Certification or documentation of training must be issued by the American Red Cross, the American Heart Association, or another organization that provides equivalent training and certification. Employees subject to this requirement must submit their certification or documentation to Human Resources by September 1, 2024.

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 two weeks prior to the first day of duty. 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 DEAB, DK, DL*

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

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

**Paraprofessional and Auxiliary Employees.** Support employees are employed at will and receive notification of the required duty days, holidays, and hours of work for their position on an annual basis. Paraprofessional and auxiliary employees must be compensated for overtime and are not authorized to work in excess of their assigned schedule without prior approval from their supervisor. See Overtime Compensation for additional information.

## **ADA Accommodations**

*Policies DAA, DBB, DIA*

The district will provide reasonable accommodations to employees with a disability if the accommodation would allow the individual to perform the essential functions of their job, unless doing so would create an undue hardship. An employee or their supervisor may initiate a request for accommodation by contacting the HR Department and identifying an adjustment or change at work that is needed because of a disability. An employee must submit a written request to HR using the ADA Accommodation Request Form, which is available upon request to the HR Department.

Upon receiving the reasonable accommodation request, HR or ADA coordinator will meet with the employee and conduct an informal, interactive discussion to identify an accommodation that will allow the employee to perform the essential functions of the job effectively. The district may request medical information concerning the employee's disability and to assist in determining what accommodation(s) may be available and appropriate. The employee will be responsible for obtaining the information from their health care provider. Medical information received will be confidential and kept separate from the employee's personnel file.

After meeting with the employee and reviewing medical documentation, HR or the ADA coordinator will determine whether the employee is a qualified individual with a disability and develop a reasonable accommodation plan for the employee. Accommodation will be determined on a case-by-case basis. HR or ADA coordinator will work closely with the employee and supervisor to ensure that reasonable accommodation is provided and effective.

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

*Policies DEAB, DG*

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

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

The Providing Urgent Maternal Protections of Nursing Mothers Act (PUMP Act) requires an employee to notify the district if they believe the district is out of compliance in providing breaks for a nursing mother. The employee must give the district 10 days to come into compliance before making any claim of liability against the district. An employee with concerns should contact Aide Polanco, Human Resources Director via telephone (915)765-2600.

## **Pregnant Workers Fairness Act**

The Pregnant Workers Fairness Act (PWFA) provides consideration of accommodations to employees who have known limitations related to pregnancy, childbirth, or related medical conditions. An employee seeking a PWFA accommodation should contact Aide Polanco, Human Resources Director via telephone (915)765-2600 to begin the interactive process.

## **Notification to Parents Regarding Qualifications**

*Policies DK, DBA*

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

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

## **Outside Employment and Tutoring**

*Policy DBD*

All 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.

Administrators. An employee who has significant administrative duties relating to the operation of a school district, including the operation for a campus, program, or other subdivision of the district is restricted from outside employment. Administrators may not receive financial benefits for performing personal services for any business entity that conducts or solicits business with the district.

Administrators are also prohibited from receiving financial benefits for performing personal services for any education business that provides services regarding the curriculum or administration of any school district or financial benefits for performing personal services for

other school districts, open enrollment charter schools, and education service centers. An exception applies to an administrator who is not a superintendent, assistant superintendent, or member of a board of managers if the board approves as required by statute. Services must be performed on the administrator's personal time. Contact Human Resources for more information

## **Performance Evaluation**

### *Policy DN series*

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

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

## **Employee Involvement**

### *Policies BQA, BQB*

At both the campus and district levels, Fabens 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.

## **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.

## **Mental Health Training**

### *Policy DMA*

All district employees who regularly interact with students are required to complete an evidenced-based mental health training program that is designed to provide instruction regarding the recognition and support of children and youth who experience mental health or substance use issues that may pose a threat to school safety. Employees must provide a certificate of completion to the district that includes the name of the training course, along with supporting documentation confirming that the training meets the requirements of the commissioner rules for mental health training.

Campus staff required to complete the training includes, but is not limited to, teachers, coaches, librarians, instructional coaches, administrators, administrative support personnel, school resource officers, paraprofessionals, substitutes, custodians, cafeteria staff, bus drivers, crossing guards, and district special program liaisons, and supervisors of personnel who regularly interact with students.

## **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*)

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

Employees should contact 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 semi-monthly. Paychecks will not be released to any person other than the district employee named on the check without the employee's written authorization. Employees are responsible for regularly reviewing the accuracy of their pay statement and should contact Ms. Aide Polanco HR Director at 915-765-2600

The schedule of pay dates for the 2025-2026 school year follows:



## Fabens Independent School District

### Human Resources Department

#### 2025-2026 PAYROLL CUT-OFF DATES

#### Extra Duty, Overtime and Part - Time Pay

| Pay Period Start Date | Pay Period End Date | Pay Period Due Date | Pay Date   |
|-----------------------|---------------------|---------------------|------------|
| 06/16/2025            | 06/30/2025          | 07/02/2025          | 07/15/2025 |
| 07/01/2025            | 07/15/2025          | 07/17/2025          | 07/31/2025 |
| 07/16/2025            | 07/31/2025          | 08/04/2025          | 08/15/2025 |
| 08/01/2025            | 08/15/2025          | 08/19/2025          | 08/29/2025 |
| 08/16/2025            | 08/31/2025          | 09/03/2025          | 09/15/2025 |
| 09/01/2025            | 09/15/2025          | 09/17/2025          | 09/30/2025 |
| 09/16/2025            | 09/30/2025          | 10/02/2025          | 10/15/2025 |
| 10/01/2025            | 10/15/2025          | 10/17/2025          | 10/31/2025 |
| 10/16/2025            | 10/31/2025          | 11/04/2025          | 11/14/2025 |
| 11/01/2025            | 11/15/2025          | 11/17/2025          | 11/28/2025 |
| 11/16/2025            | 11/30/2025          | 12/02/2025          | 12/15/2025 |
| 12/01/2025            | 12/15/2025          | 12/16/2025          | 12/31/2025 |
| 12/16/2025            | 12/31/2025          | 01/06/2026          | 01/15/2026 |
| 01/01/2026            | 01/15/2026          | 01/20/2026          | 01/30/2026 |
| 01/16/2026            | 01/31/2026          | 02/03/2026          | 02/13/2026 |
| 02/01/2026            | 02/15/2026          | 02/17/2026          | 02/27/2026 |
| 02/16/2026            | 02/28/2026          | 03/03/2026          | 03/13/2026 |
| 03/01/2026            | 03/15/2026          | 03/23/2026          | 03/31/2026 |
| 03/16/2026            | 03/31/2026          | 04/02/2026          | 04/15/2026 |
| 04/01/2026            | 04/15/2026          | 04/17/2026          | 04/30/2026 |
| 04/16/2026            | 04/30/2026          | 05/04/2026          | 05/15/2026 |
| 05/01/2026            | 05/15/2026          | 05/19/2026          | 05/29/2026 |
| 05/16/2026            | 05/31/2026          | 06/02/2026          | 06/15/2026 |
| 06/01/2026            | 06/15/2026          | 06/17/2026          | 06/30/2026 |
| 06/16/2026            | 06/30/2026          | 07/02/2026          | 07/15/2026 |
| 07/01/2026            | 07/15/2026          | 07/20/2026          | 07/31/2026 |

**All Payroll documentation MUST be received by the Pay Period Due Date.**

## **Automatic Payroll Deposit**

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

## **Payroll Deductions**

*Policy CFEA*

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

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

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

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

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

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

## **Overtime Compensation**

*Policies DEAB, DEC*

The district compensates overtime for nonexempt employees in accordance with federal wage and hour laws. Only nonexempt employees (hourly employees and paraprofessional

employees) are entitled to overtime compensation. Nonexempt employees are not authorized to work beyond their normal work schedule without advance approval from their supervisor. A nonexempt employee who works overtime without prior approval will be subject to disciplinary action up to and including termination.

Overtime is legally defined as all hours worked in excess of 40 hours in a workweek and is not measured by the day or by the employee's regular work schedule. For the purpose of calculating overtime, a workweek begins at 12:00 a.m. Sunday and ends at 11:59 p.m. Saturday.

Nonexempt employees that are paid on a salary basis are paid for the hours set by the normal work schedule. Hours worked beyond the normal schedule up to 40 hours will be paid at a regular rate of pay.

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

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

## **Travel Expense Reimbursement**

### *Policy DEE*

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

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

### *Policy CRD*

Group health insurance coverage is provided through TRS-ActiveCare, the statewide public school employee health insurance program. The district's contribution to employee insurance

premiums is determined annually by the board of trustees. Employees eligible for health insurance coverage include the following:

- Employees who are active, contributing TRS members
- Employees who are not contributing TRS members and who are employed for 10 or more regularly scheduled hours per week

The insurance plan year is from September 1 through August 31. Current employees can make changes in their insurance coverage during open enrollment each year or when they experience a qualifying event (e.g., marriage, divorce, birth). Detailed descriptions of insurance coverage, employee cost, and eligibility requirements are provided to all employees in a separate booklet. Employees should contact HR Generalist at 915-765-2600 ext. 2113 for more information.

## **Supplemental Insurance Benefits**

*Policy CRD*

At their own expense, employees may enroll in supplemental insurance programs for. Premiums for these programs can be paid by payroll deduction. Employees should contact 915-765-2600 ext. 2113 for more information.

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

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

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

## **Workers' Compensation Insurance**

*Policy CRE*

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

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 Supervisor. Employees who are unable to work because of a work-related injury will be notified of their rights and responsibilities under the Texas Labor Code. See *Workers' Compensation Benefits*, 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 Human Resources.

## **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 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](http://www.trs.texas.gov)).

# Leaves and Absences

## *Policies DEC, DECA, DECB*

The district offers employees paid and unpaid leaves of absence in times of personal need. This handbook describes the basic types of leave available and restrictions on leaves of absence. Employees who expect to be absent for an extended period of more than three days should call Human Resources 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. 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
- State Personal Leave

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

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

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

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

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

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

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

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

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

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

## **Personal Leave**

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

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

**Discretionary.** Leave taken at an employee's discretion that can be scheduled in advance is considered discretionary leave. An employee wishing to take discretionary personal leave must submit a request to his or her principal or supervisor three days in advance of the anticipated absence. The effect of the employee's absence on the educational program or department operations, as well as the availability of substitutes, will be considered by the principal or supervisor.

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

## **State Sick Leave**

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

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

## **Local Leave**

All full-time employees shall earn five paid local leave days per school year in accordance with administrative regulations. Local leave shall accumulate to a maximum of 50 leave days. Local leave shall be used according to the terms and conditions of state personal leave.

## Vacation

### *Policy DED*

Any vacation days an employee accumulated before July 1, 2014, shall remain available until used.

## Sick Leave Bank (or Pool)

DEC (LOCAL), HR Regulation (HR 05)

A full-time employee who has exhausted all paid leave, has been absent at least five workdays without pay, and suffers a catastrophic illness, major medical condition, or injury or is absent due to the catastrophic illness, major medical condition, or injury of a member of the employee's immediate family may request the establishment of a sick leave pool, to which the district employees may donate only local leave for use by the eligible employee [see DEC LOCAL].

An employee may receive a maximum of 50 days from the pool and may request the establishment of a sick leave pool no more than one per school year. An employee is allowed to contribute no more than ten local leave days to the pool within a school year.

*For more information, please contact the Human Resources department.*

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

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

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

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

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

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

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

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

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

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

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

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

Airline flight crew employees have different "hours of service" requirements.

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

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

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

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

- Follow your employer's normal policies for requesting leave,
- Give notice at least 30 days before your need for FMLA leave, or

- If advance notice is not possible, give notice as soon as possible.

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

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

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

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

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

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

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

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

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

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

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

Call **1-866-487-9243** or visit [dol.gov/fmla](https://dol.gov/fmla) to learn more.

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



## Local Procedures for Implementing Family and Medical Leave Provisions

Eligible employees can take up to 12 weeks of unpaid leave in the 12-month period.

- measured forward from the date an individual employee's first FML begins

**Use of Paid Leave.** FML runs concurrently with accrued sick and personal leave, temporary disability leave, compensatory time, assault leave, and absences due to a work-related illness or injury. The district will designate the leave as FML, if applicable, and notify the employee that accumulated leave will run concurrently. Teachers have the option of not using paid leave during an FML absence for pregnancy or birth or adoption of a child.

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

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

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

**Reinstatement.** An employee returning to work at the end of FMLA 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 Human Resources 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, Human Resources 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 Human Resources.

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

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

## **Bereavement Leave**

### **Jury Duty**

*Policies DEC, DG*

The district provides paid leave to employees who are summoned to jury duty including service on a grand jury. The district will not discharge, threaten to discharge, intimidate, or coerce any regular employee because of juror or grand juror service or for the employee's attendance or scheduled attendance in connection with the service in any court in the United States.

Employees who report to the court for jury duty may keep any compensation the court provides. An employee should report a summons for jury duty to his or her supervisor as soon as it is received and may be required to provide the district a copy of the summons to document the need for leave.

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

## **Compliance with a Subpoena**

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

## **Truancy Court Appearances**

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

## **Religious Observance**

The district will reasonably accommodate an employee's request for absence for a religious holiday or observance. Accommodations such as changes to work schedules or approving a day of absence will be made unless they pose an undue hardship to the district. The employee may

use any accumulated personal leave for this purpose. Employees who have exhausted applicable paid leave may be granted an unpaid day of absence.

## **Military Leave**

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

**Reemployment after Military Leave.** Employees who leave the district to enter into the United States uniformed services or who are ordered to active duty as a member of the military force of any state (e.g., National or State Guard) may return to employment if they are honorably discharged. Employees who wish to return to the district will be reemployed provided they can be qualified to perform the required duties. Employees returning to work following military leave should contact Human Resources. 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 Human Resources for details on eligibility, requirements, and limitations.

## **Mental Health Leave for Peace Officers and Licensed Telecommunicators**

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

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

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

# **Employee Relations and Communications**

## **Employee Relations**

The Human Resources Department is committed to providing quality customer service to all Fabens ISD employees. Human Resources provides guidance and support to employees who have personnel or employment related issues including but not limited to the following: contracts, certifications, leaves and absences, benefits, employee injuries, conflict resolution, investigations, Title IX complaints, grievances, discipline, interpretation of policies and procedures, updates to the Employee and Substitute Handbook.

All communications with Human Resources will be treated with the highest level of professionalism and confidentiality. Please call the Human Resources Director at (915) 765-2600 ext. 2107 or the Human Resources Generalist at ext. 2113.

## **Employee Involvement**

Professional employees will be requested to serve on committees at various times for curriculum development and general education improvement during each year.

### **Faculty Meetings**

Teachers are required to attend all district-wide faculty meetings and meetings called by the campus principal.

### **Parent-Teacher Association Meetings**

Parent-Teacher Association organizations are vitally interested in the welfare of the students in the district. Parents and teachers are encouraged to participate in the PTA and to work together for the benefit of the children. An organized PTA, working hand in hand with teachers and principals, can help ensure proper educational programs in the district.

## **Employee Recognition and Appreciation**

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

## **District Communications**

Throughout the school year, the Media Specialist 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.

## **Working With the Media**

Positive interaction between the media and the district is an essential component in promoting support for Fabens ISD schools and employees. New items, or interviews with the members of the media regarding school activities must be communicated with the campus principal who in turn will contact Central Office for further guidance

News affecting more than one campus or news that may not promote the mission and beliefs of Fabens ISD is handled through Central Office, please call (915) 765-2600.

## **Complaints and Grievances**

### *Policy DGBA*

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

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

<https://pol.tasb.org/Policy/Code/438?filter=DGBA>

## **Employee Conduct and Welfare**

### **Standards of Conduct**

#### *Policy DH*

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

- Recognize and respect the rights of students, parents, other employees, and members of the community.
- Maintain confidentiality in all matters relating to students and coworkers.

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

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

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

### ***Texas Educators' Code of Ethics***

#### **Purpose and Scope**

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

#### **Enforceable Standards**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- (i) the nature, purpose, timing, and amount of the communication;
- (ii) the subject matter of the communication;
- (iii) whether the communication was made openly or the educator attempted to conceal the communication;
- (iv) whether the communication could be reasonably interpreted as soliciting sexual contact or a romantic relationship;
- (v) whether the communication was sexually explicit; and
- (vi) whether the communication involved discussion(s) of the physical or sexual attractiveness or the sexual history, activities, preferences, or fantasies of either the educator or the student.

## **Professional Conduct Expectations**

Bookmark not defined.

At Fabens ISD, we are dedicated to fostering a respectful, supportive, and productive workplace where all employees feel valued and safe. As part of this commitment, employees are expected to communicate professionally and respectfully with coworkers, supervisors, and team members, addressing concerns through appropriate channels and refraining from gossip, rumors, or negative commentary about others. Respecting personal space and ensuring a comfortable work environment is essential. Employees are also expected to collaborate effectively, support team goals, offer and seek assistance when needed, and contribute to a culture of trust, accountability, and encouragement. Maintaining focus on job responsibilities and upholding high standards of performance are fundamental to our success, and personal

differences or distractions must not interfere with productivity. Negative behaviors that disrupt the workplace, including gossiping, complaining about coworkers, or creating unnecessary tension, are not acceptable and may lead to disciplinary action. However, raising legitimate concerns with supervisors regarding workplace challenges is encouraged and not considered negative behavior. All employees are responsible for conducting themselves in a manner that promotes mutual respect, dignity, and a positive work environment. Failure to adhere to these expectations may result in disciplinary action, up to and including termination.

## **Dress and Grooming**

### **Policy DH (Local)**

The following dress code applies to all faculty and staff. The purpose of these guidelines is to promote a positive role model for students and a professional appearance for staff. The dress code does not, nor cannot anticipate every style of attire or exceptions. Therefore, final determination of the appropriateness of dress resides with the campus principal or department supervisor. Fabens ISD employees are expected to dress in a manner that reflects the value and professionalism they hold in their position.

- Cleanliness and neatness are always expected of all staff.
- Clothing for classes such as physical education, auto mechanics, Pre-K, Kindergarten, Special Education self-contained classes and the like shall be appropriate for class. While clothing for these classes may not fall under the outlined requirements of the policy, clothing should be appropriate for each specific class taught by an instructor while in the instructional setting.
- Employees may wear jeans only on Fridays and on days of special events or activities, as designated by the immediate supervisor and approved by the Superintendent. Jeans of any color are not allowed Monday through Thursday. When jeans are allowed, they must be clean, neat, and pressed (no holes, no extremely faded or worn-out jeans) and work in a school spirit shirt.
- Shorts, spandex clothing, sweats, jogging suits of any kind, skorts, and cargo pants are not acceptable attire for the classroom.
- Shower shoes, rubber/plastic flip flops, slippers, Crocs or similar types of shoes are not allowed at any time.
- All visible tattoos need to be covered. All visible body piercing/adornments (other than in the ears) are not permitted to be worn.
- No unnatural hair color is allowed (e.g., blue, pink, green, etc.).
- Faculty and staff are prohibited from wearing clothing with printed materials promoting or indicating drug, alcohol, and tobacco products. Faculty and staff are also prohibited from wearing clothing with printed materials which may be sexually or ethnically offensive.

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

*Policies DH, DIA*

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

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

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

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

<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=438&code=DIA#legalTabContent>

## **Harassment of Students**

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

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

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

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

Procedures for reporting and investigating harassment of students are listed below:

<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=438&code=DHB#legalTabContent>

<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=438&code=DF#legalTabContent>

<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=438&code=DF#localTabContent>

## **Reporting Suspected Child Abuse**

*Policies DG, FFG, GRA*

All employees with reasonable cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect, as defined by Texas Family Code §261.001, are required by state law to make a report to a law enforcement agency, the Department of Family and Protective Services (DFPS), or appropriate state agency (e.g., state agency operating, licensing, certifying, or registering the facility) within 24 hours after the employee first has reasonable cause to believe that the child has been abused or neglected. Law enforcement agency includes the Texas Department of Public Safety, a municipal police department, a county sheriff's office, or a county constable's office and does not include the district police.

A person responsible for the care, custody, or welfare of the child (including a teacher) is required to report alleged abuse or neglect to DFPS even if a report is made to law enforcement.

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

Reports to DFPS can be made using the Texas Abuse Hotline

<https://www.txabusehotline.org/Login/Default.aspx> or (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, a 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://fabensisd.net>. 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. Abuse in the Texas Family Code is defined to include any sexual conduct harmful to a child's mental, emotional, or physical welfare, including conduct that constitutes that offense of continuous sexual abuse of a young child or disabled individual, indecency with a child, improper relationship between an educator and a student, sexual assault, or encouraging a child to engage in sexual conduct. as well as a failure to make a reasonable effort to prevent sexual conduct with a child. Maltreatment is defined as abuse or neglect. Anyone who has reasonable cause to believe that a child has been or may be abused or neglected has a legal responsibility under state law for reporting the suspected abuse or neglect following the procedures described above in *Reporting Suspected Child Abuse*.

## **Reporting Crime**

### *Policy DG*

The Texas Whistleblower Act protects district employees who make good faith reports of violations of law by the district to an appropriate law enforcement authority. The district is prohibited from suspending, terminating the employment of, or taking other adverse personnel action against, an employee who makes a report under the Act. State law also provides employees with the right to report a crime witnessed at the school to any peace officer with authority to investigate the crime.

## **Scope and Sequence**

### *Policy DG*

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

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

## **Technology Resources**

### *Policy CQ*

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

- Imposes no tangible cost to the district.
- Does not unduly burden the district's technology resources.
- Has no adverse effect on job performance or on a student's academic performance.
- Artificial intelligence (AI) should only be used as a support tool to improve student outcomes, not to replace the decision made by teachers or students

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

Employees are required to abide by the provisions of the district's acceptable use agreement and administrative procedures. Failure to do so can result in suspension of access or termination of privileges and may lead to disciplinary and/or legal action. Employees with questions about computer use and data management can contact FISD's Technology Department at 915-765-2670.

## **Personal Use of Electronic Communications**

*Policy CQ, CY, 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, X, LinkedIn, Instagram). Electronic communications also include all forms of telecommunication such as landlines, cell phones, and web-based applications.

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

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

- The employee may not set up or update the employee's personal social network page(s) using the district's computers, network, or equipment.
- The employee shall limit use of personal electronic communication devices to send or receive calls, text messages, pictures, and videos to breaks, mealtimes, and before and after scheduled work hours, unless there is an emergency or the use is authorized by a supervisor to conduct district business.
- The employee shall not use district and campus trademarks, including names, logos, mascots, and symbols or other copyrighted material on social media or in texts 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:
  - 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 6:00 p.m. and 7:00 a.m. An employee may, however, make public posts to a social network site, blog, or similar application at any time.
- The employee does not have a right to privacy with respect to communications with students and parents.
- The employee continues to be subject to applicable state and federal laws, local policies, administrative regulations, and the Texas Educators’ Code of Ethics including:
  - Compliance with the Public Information Act and the Family Educational Rights and Privacy Act (FERPA), including retention and confidentiality of student records. [See Policies CPC and FL]
  - Copyright law [Policy CY]
  - Prohibitions against soliciting or engaging in sexual conduct or a romantic relationship with a student. [See Policy DH]
- Upon request from administration, an employee will provide the phone number(s), social network site(s), or other information regarding the method(s) of electronic media the employee uses to communicate with one or more currently-enrolled students.

- Upon written request from a parent or student, the employee shall discontinue communicating with the student through email, text messaging, instant messaging, or any other form of one-to-one communication.
- An employee may request an exception from one or more of the limitations above by submitting a written request to his or her immediate supervisor.
- All staff are required to use school email accounts for all electronic communications with parents. Communication about school issues through personal email accounts or text messages are not allowed as they cannot be preserved in accordance with the district's record retention policy.
- An employee shall notify his or supervisor in writing within one business day if a student engages in an improper electronic communication with the employee. The employee should describe the form and content of the electronic communication.

## **Public Information on Private Devices**

*Policy DH, GB*

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

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

## **Criminal History Background Checks**

*Policy DBAA*

All employees are 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 and entered into the Texas Department of Public Safety (DPS) Clearinghouse. This database provides the district and SBEC with access to an employee's current national criminal history and updates to the employee's subsequent criminal history.

## **Employee Arrests and Convictions**

*Policy DH, DHB, DHC*

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

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

Moral turpitude includes the following:

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

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

The superintendent and directors are required to report the misconduct or criminal history of an employee. Information about misconduct or allegations of misconduct of an employee obtained by a means other than the criminal history clearinghouse will be reported to TEA. Refer to Policies DHB(LEGAL) and DHC(LEGAL) for timelines and conduct that will result in reporting.

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

### *Policy DH*

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

<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=438&code=DH#localTabContent>

**Any employee arrested may be placed on Administrative Leave with or without pay This includes employees who are required to have a Commercial Driver's License (CDL).**

## **Sanctions**

An employee who violates these drug-free workplace provisions shall be subject to disciplinary sanctions. Sanctions may include:

1. Referral to drug and alcohol counseling or rehabilitation programs.
2. Referral to employee assistance programs.
3. Termination from employment with the district; and
4. Referral to appropriate law enforcement officials for prosecution.

# Searches and Alcohol/Drug Testing

*Policies CQ (Legal) and DHE (Local)*

## ***Reasonable Suspicion Searches***

A district may search an employee or employee's property when the district has reasonable suspicion to believe the search will turn up evidence work-related misconduct. The district may search the employee, the employee's personal items, work areas, lockers, and private vehicles parked on District premises or worksites or used in District business. Searches that reveal a violation of the district's standards of conduct may result in disciplinary action.

## ***Reasonable Suspicion Alcohol and Drug Testing***

The district may remove an employee from duty and require testing if there is reasonable suspicion that the employee is under the influence of alcohol or drugs used in violation of District policy. A District employee who refuses to comply with a directive to submit to testing based upon reasonable suspicion shall be subject to disciplinary action, up to and including termination. A District employee confirmed to have violated the district's policy pertaining to alcohol or drugs may be subject to disciplinary action.

## ***Federally Required Department of Transportation (DOT) Testing Program***

The primary purpose of the testing program is to prevent impaired employees from performing safety sensitive functions.

The following constitute drug-related violations under the DOT rules:

- Refusing to submit to a required test for alcohol or controlled substances.
- Providing an adulterated, diluted, or substituted specimen on an alcohol or controlled substances test.
- Testing positive for alcohol, at a concentration of 0.04 or above, in a post-accident test.
- Testing positive for controlled substances in a post-accident test.
- Testing positive for alcohol, at a concentration of 0.04 or above, in a random test.
- Testing positive for alcohol, at a concentration of 0.04 or above, in a reasonable suspicion test.
- Testing positive for controlled substances in a reasonable suspicion test.

An employee who operates a commercial motor vehicle, including a bus, and commits a drug-related DOT violation as defined above shall not be eligible for reinstatement as a driver.

# Tobacco and Nicotine Products and E-Cigarette Use

*Policies DH, FNCD, GKA*

State law prohibits smoking, using tobacco, 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.

Employees are prohibited from possessing or using any type of nicotine product, including nicotine pouches, regardless of whether the product contains tobacco, while on school property or while attending an off-campus school-related activity. Exceptions may be made for smoking cessation products with supervisor approval.

## **Fraud and Financial Impropriety**

### *Policy CAA*

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

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

- Failure to comply with requirements imposed by law, the awarding agency, or a pass-through entity for state and federal awards

## **Conflict of Interest**

### *Policy CB, DBD*

Employees are required to disclose in writing to the district any situation that creates a potential conflict of interest with proper discharge of assigned duties and responsibilities or creates a potential conflict of interest with the best interests of the district. This includes the following:

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

Employees should contact their supervisor for additional information.

## **Gifts and Favors**

### *Policy DBD*

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

## **Copyrighted Materials**

### *Policy CY*

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

purposes only. Duplication or backup of computer programs and data must be made within the provisions of the purchase agreement.

## **Associations and Political Activities**

### *Policy DGA*

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

An individual's employment will not be affected by membership or a decision not to be a member of any employee organization that exists for the purpose of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work. Use of district resources including work time for political activities is prohibited.

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

## **Charitable Contributions**

### *Policy DG*

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

## **Safety and Security**

### *Policy CK series*

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

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

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

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

While driving on district business, employees are required to abide by all state and local traffic laws. Employees driving on district business are prohibited from texting and using other electronic devices that require both visual and manual attention while the vehicle is in motion. Employees will exercise care and sound judgment on whether to use hands-free technology while the vehicle is in motion.

Employees with questions or concerns relating to safety programs and issues can contact Human Resources.

## **Possession of Firearms and Weapons**

*Policies DH, FNCG, GKA*

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

## **Visitors in the Workplace**

*Policy GKC*

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

## **Asbestos Management Plan**

*Policy CSC*

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 front 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. In addition, individual employees may request in writing to be notified of pesticide applications. An employee who requests individualized notice will be notified by telephone, written, or electric means. Pest control information sheets are available from campus principals or facility managers upon request.

## **Other Topics**

# 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 the appropriate media outlets.

## Emergencies

*Policies CKC, CKD*

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

## Purchasing Procedures

*Policy CH*

All requests for purchases must be submitted to the Business and 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 Budget Specialist 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 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.

## **Personnel Records**

*Policy DBA, GBA*

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

Employees may choose to have the following personal information withheld:

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

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

## **Facility Use**

*Policies DGA, GKD*

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

# Termination of Employment

## Resignations

*Policy DFE, DHB*

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

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

The principal is required to notify the superintendent of an educator's resignation within seven business days of the following:

- Certain misconduct, abuse, unlawful act
- Involvement or solicitation of a romantic relationship with a student or minor
- Solicitation or engaging in sexual conduct with a student or minor
- Inappropriate communications with a student or minor
- Failure to maintain appropriate boundaries with a student or minor
- Possession, transfer, sale, or distribution of a controlled substance
- 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 superintendent is required to report such conduct to SBEC.

**Noncontract Employees.** Noncontract employees may resign their position at any time. A written notice of resignation should be submitted to Human Resources 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 or director is required to notify the superintendent of a noncertified employee's resignation or termination within seven business days for any of the following:

- Alleged incident of misconduct of abuse or otherwise committed an unlawful act with a student or minor, or
- Was involved in or solicited a romantic relationship with or solicited or engaged in sexual conduct with a student or minor
- Engaged in inappropriate communications with a student or minor
- Failed to maintain appropriate boundaries with a student or minor

The superintendent is required to report such conduct to SBEC.

## **Dismissal or Nonrenewal of Contract Employees**

*Policies DF Series, DHB, DP*

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.

The reporting requirements for termination of a contract employee are the same as those listed above in Resignations/Contract Employees.

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

## **Dismissal of Noncontract Employees**

*Policies DHC, DP*

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

The reporting requirements for termination of a noncertified employee are the same as those listed above in Resignation/Noncontract Employees.

## **Discharge of Convicted Employees**

### *Policy DF*

The district shall discharge any employee who has been convicted of a felony under Title 5 Penal Code or convicted of or placed on deferred adjudication community supervision provision for the following:

- An offense requiring the registration as a sex offender
- Improper relationship between an educator and a student
- Sale, distribution, or display of harmful materials to a minor
- Public indecency
- A felony offense involving school property

If the Title 5, Penal Code offense is more than 30 years before the date the person's employment began or the person satisfied all terms of the court order entered on conviction the requirement to discharge does not apply.

## **Exit Interviews and Procedures**

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

## **Reports to Texas Education Agency**

### *Policies DF, DHB, DHC*

The conduct of an employee must be reported to 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
- Engaged in inappropriate communication with a student or minor
- Failed to maintain appropriate boundaries with a student or minor

For a certified employee the conduct below must also be reported:

- 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).

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

Questions or concerns about discrimination against students based on sex, including sexual harassment should be directed to *Diane Flores, Special Education Director* the district Title IX coordinator for students. Questions or concerns about discrimination on the basis of a disability should be directed to *Diane Flores, Special Education Director*, the district ADA/Section 504 coordinator for students. All other questions or concerns relating to discrimination based on any other reasons should be directed to the 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 office of the Superintendent for assistance.

## **Parent and Student Complaints**

*Policy FNG*

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

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

## **Administering Medication to Students**

*Policy FFAC, FFAF*

Only designated employees may administer prescription medication, nonprescription medication, and herbal or dietary supplements to students. Exceptions apply to the administration of medication for respiratory distress, medication for anaphylaxis (e.g., EpiPen<sup>®</sup>), opioid antagonists, and medication for diabetes management, if the medication is administered in accordance with district policy and procedures. A student who must take any other medication during the school day must bring a written request from his or her parent and the medicine in its original, properly labeled container. Contact the principal or school nurse for information on procedures that must be followed when administering medication to students.

## **Dietary Supplements**

*Policies DH, FFAC*

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

## **Psychotropic Drugs**

### *Policy FFAC*

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

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

- Recommending that a student use a psychotropic drug
- Suggesting a particular diagnosis
- Excluding from class or school-related activity a student whose parent refuses to consent to a psychiatric evaluation or to authorize the administration of a psychotropic drug to a student

## **Student Conduct and Discipline**

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

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

## **Student Attendance**

### *Policy FEB*

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

## **Bullying**

### *Policy FFI*

Bullying is defined by §TEC 37.0832. All employees are required to report student complaints of bullying, including cyberbullying, to campus principal or designee. The district's policy includes

definitions and procedures for reporting and investigating bullying of students and is reprinted below:

### **Bullying Prohibited**

The District prohibits bullying, including cyberbullying, as defined by state law. Retaliation against anyone involved in the complaint process is a violation of District policy and is prohibited.

Examples: Bullying of a student could occur by physical contact or through electronic means and may include hazing, threats, taunting, teasing, confinement, assault, demands for money, destruction of property, theft of valued possessions, name calling, rumor spreading, or ostracism.

### **Minimum Standards**

In accordance with law, the Superintendent shall develop administrative procedures to ensure that minimum standards for bullying prevention are implemented.

### **Retaliation**

The District prohibits retaliation by a student or District employee against any person who in good faith makes a report of bullying, serves as a witness, or participates in an investigation.

Examples: Examples of retaliation may include threats, rumor spreading, ostracism, assault, destruction of property, unjustified punishments, or unwarranted grade reductions. Unlawful retaliation does not include petty slights or annoyances.

### **False Claim**

A student who intentionally makes a false claim, offers false statements, or refuses to cooperate with a District investigation regarding bullying shall be subject to appropriate disciplinary action.

### **Timely Reporting**

Reports of bullying shall be made as soon as possible after the alleged act or knowledge of the alleged act. A failure to immediately report may impair the District's ability to investigate and address the prohibited conduct.

### **Reporting Procedures**

#### **Student Report**

To obtain assistance and intervention, any student who believes that he or she has experienced bullying or believes that another student has experienced bullying should immediately report the alleged acts to a teacher, school counselor, principal, or other District employee. The Superintendent shall develop procedures allowing a student to anonymously report an alleged incident of bullying.

#### **Employee Report**

Any District employee who suspects or receives notice that a student or group of students has or may have experienced bullying shall immediately notify the principal or designee.

#### Report Format

A report may be made orally or in writing. The principal or designee shall reduce any oral reports to written form.

#### Periodic Monitoring

The Superintendent shall periodically monitor the reported counts of bullying incidents, and that declines in the count may represent not only improvements in the campus culture because bullying declines but also declines in the campus culture because of a decline in openness to report incidents.

#### Notice of Report

When an allegation of bullying is reported, the principal or designee shall notify a parent of the alleged victim on or before the third business day after the incident is reported. The principal or designee shall also notify a parent of the student alleged to have engaged in the conduct within a reasonable amount of time after the incident is reported.

#### Prohibited Conduct

The principal or designee shall determine whether the allegations in the report, if proven, would constitute prohibited conduct as defined by policy FFH, including dating violence and harassment or discrimination on the basis of race, color, religion, sex, gender, national origin, or disability. If so, the District shall proceed under policy FFH. If the allegations could constitute both prohibited conduct and bullying, the investigation under FFH shall include a determination on each type of conduct.

#### Investigation of Report

The principal or designee shall conduct an appropriate investigation based on the allegations in the report. The principal or designee shall promptly take interim action calculated to prevent bullying during the course of an investigation, if appropriate.

#### Concluding the Investigation

Absent extenuating circumstances, the investigation should be completed within ten District business days from the date of the initial report alleging bullying; however, the principal or designee shall take additional time if necessary to complete a thorough investigation.

The principal or designee shall prepare a final, written report of the investigation. The report shall include a determination of whether bullying occurred, and if so, whether the victim used reasonable self-defense. A copy of the report shall be sent to the Superintendent or designee.

#### Notice to Parents

If an incident of bullying is confirmed, the principal or designee shall promptly notify the parents of the victim and of the student who engaged in bullying.

### **District Action**

#### Bullying

If the results of an investigation indicate that bullying occurred, the District shall promptly respond by taking appropriate disciplinary action in accordance with the District's Student Code of Conduct and may take corrective action reasonably calculated to address the conduct. The District may notify law enforcement in certain circumstances.

#### Discipline

A student who is a victim of bullying and who used reasonable self-defense in response to the bullying shall not be subject to disciplinary action.

The discipline of a student with a disability is subject to applicable state and federal law in addition to the Student Code of Conduct.

#### Corrective Action

Examples of corrective action may include a training program for the individuals involved in the complaint, a comprehensive education program for the school community, follow-up inquiries to determine whether any new incidents or any instances of retaliation have occurred, involving parents and students in efforts to identify problems and improve the school climate, increasing staff monitoring of areas where bullying has occurred, and reaffirming the District's policy against bullying.

#### Transfers

The principal or designee shall refer to FDB for transfer provisions.

#### Counseling

The principal or designee shall notify the victim, the student who engaged in bullying, and any students who witnessed the bullying of available counseling options.

#### Improper Conduct

If the investigation reveals improper conduct that did not rise to the level of prohibited conduct or bullying, the District may take action in accordance with the Student Code of Conduct or any other appropriate corrective action.

### **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.

## **Appeal**

A student who is dissatisfied with the outcome of the investigation may appeal through FNG(LOCAL), beginning at the appropriate level.

## **Records Retention**

Retention of records shall be in accordance with CPC(LOCAL).

## **Access to Policy and Procedures**

This policy and any accompanying procedures shall be distributed annually in the employee and student handbooks. Copies of the policy and procedures shall be posted on the District's website, to the extent practicable, and shall be readily available at each campus and the District's administrative offices.

## **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.

## **Progressive Discipline Process**

### *Human Resources Regulation (HR 01)*

#### *AT-WILL EMPLOYEES*

At-will employees may be dismissed at any time for any reasons not prohibited by law or for no reason, as determined by the needs of the District. Although, there is no intention of due process (Board Policy DCD-Legal), the District employs a discipline system. All employees are expected to adhere to District policies and procedures, and perform their duties in accordance with state and federal law, District policies and procedures, and ethical standards.

#### *PURPOSE OF THE PROGRESSIVE DISCIPLINE PROCESS*

1. Promote standards of employee conduct and supervisory practices in accordance with District policies and effective operations of the District through counseling, training, direction, and documentation.
2. Promote fair and consistent employee discipline practices.
3. Address employee issues constructively, immediately, and avoid termination whenever possible.
4. Progressive discipline affords the employee the opportunity to improve performance and behavioral deficiencies.

This process should be utilized fairly and consistently with all employees under one's supervision.

#### ***LEVEL I- WRITTEN COUNSELING***

A verbal counseling should be initiated as soon as the issue/violation arises and in most cases precede a Written Counseling. The supervisor's goal is to ensure that the issue/violation is resolved before there is a need for further disciplinary action. Examples that would necessitate a Verbal Counseling are excessive absences, tardiness, dress code violations, or failure to follow a directive. If the issue/violation continues the supervisor may decide to move to a formal Written Counseling. The supervisor is not required but can contact Human Resources to assist in the level of discipline.

#### ***LEVEL II-WRITTEN REPRIMAND***

If the verbal and written counseling sessions do not effectively address the issue/violation, a Written Reprimand may be appropriate. At this level, the supervisor meets with the employee and explains that continued violations or failure to follow the directives outlined in the Written Reprimand may result in further disciplinary action included termination.

#### ***LEVEL III-SUSPENSION***

If the Written Reprimand does not adequately address the issue/violation, a recommendation to suspend the employee may follow. A suspension (without pay) removes the employee from the work environment and can be from one (1) to three (3) –depending on the severity of the issue/violation. This is considered the final step before an employee is recommended for termination.

Examples of criteria that may result in a suspension include, but not limited to:

- a. Insubordination;
  - b. Being at work under the influence of alcohol or drugs;
  - c. Destruction of District property;
  - d. Theft of District or employee property;
  - e. Falsifying District record;
  - f. Unprofessional conduct towards students, parents, community, and co-workers;
  - g. Repeated failure to correct conduct that has been previously addressed through Level I and II of the disciplinary action.
  - h. Excessive absences or habitual tardiness
- a. Any illegal conduct with a minor child, student including any form of sexual or physical abuse;
  - b. Possession, transfer, sale, or distribution of a controlled substance or illegal drug;
  - c. Misappropriation of funds, securities, supplies, or other District assets, including employee time.

An employee may be suspended (placed on Suspension/Administration Leave Without Pay) if a formal investigation is undertaken by the Human Resources Department. This allows the District and/or supervisor to fully investigate a complaint and consult with legal counsel (if necessary) without the employee interfering with the investigation.

#### ***LEVEL IV-TERMINATION***

Generally, there are two reasons why a supervisor may recommend termination. The first, is a serious violation or illegal activity; and the second is exhausting Levels I-III in the disciplinary process. Serious violations or illegal activity may include but are not limited to:

- a. Any illegal conduct with a minor child, student including any form of sexual or physical abuse;
- b. Possession, transfer, sale, or distribution of a controlled substance or illegal drug;
- c. Misappropriation of funds, securities, supplies, or other District assets, including employee time.

## **Appendix A**

### ***Employee Dismissals-At-Will Employees***

The following are some examples of offenses or situations for which an at-will employee may be terminated. However, please note that at-will employees may be dismissed at any time for any reason not prohibited by law or for no reason, as determined by the needs of the District consistent with procedures approved by the Superintendent. This list is not intended to be all- inclusive.

1. Pending felony or misdemeanor charges or conviction of any felony or misdemeanor charges involving moral turpitude (See page 30 for definition and examples).
2. Pleading guilty to a felony charge.
3. Pleading nolo contendere to a felony charge or other crime involving moral turpitude for which the employee receives a probated sentence.
4. Violating any state or federal penal law, a conviction which would rise to the level of a felony or other crime involving moral turpitude.

5. Assaulting anyone on school property or at any school-related event or during any work period. Any of the following actions constitute an assault. a. Intentionally, knowingly or recklessly causing bodily injury to another.

b. Intentionally or knowingly threatening another with imminent bodily injury.

c. Intentionally or knowingly causing physical contact with another when the person knows or should reasonably believe that the other will regard the contact as offensive or provocative.

6. Carrying weapons, such as a firearm, knuckles, illegal knife, or any other object which could cause injury to another person and which is not required to be in the possession of that employee in the normal course of his/her job.

7. The abuse, misuse, or deliberate destruction or damaging of School District property or the property of other employees.

8. Making false statements or providing false information to School District officials at any time, including, but not limited to: a. Information provided in application documents submitted for employment or promotion, regardless of when the falsification is discovered.

b. Altering or tampering with time cards, sign-in/out rosters, time reporting or other documents related to attendance, arrivals or departures.

- c. Personnel records or other District documents, insurance records, worker's compensation claims, etc.
- d. Medical information related to the employee's ability to perform assigned duties and carry out essential functions of the job assigned.
- e. Details of any accident involving District vehicles, job related injuries or other accidents or incidents under official investigation.
- f. Statements of any kind made to a supervisor that are intended to mislead, misrepresent or distort the truth.

9. The possession, use, consumption, transmittal, purchase or sale or being under the influence of any of the following substances on School District premises or off School District premises at a school related activity, function or event: a. Any controlled substance or dangerous drug, as defined by law, including, but not limited to, marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.

b. Alcohol, or any alcoholic beverage.

c. Any chemical substance for inhalation. d. Any other intoxicant, or mood-changing, mind-altering, or behavior-altering drugs.

10. An employee who is required to hold a Commercial Driver's License (CDL) and has been arrested, convicted, or adjudicated for an offense involving moral turpitude to include: a. Acts constituting public intoxication, operating a motor vehicle while under the influence of alcohol; or

11. Insubordination, including, but not limited to, the following examples: a. Refusal to perform an assigned task (NOTE: refusal to perform an assigned task which is immoral, illegal, or unreasonably unsafe is not an act of insubordination.)

b. Refusal to report to an assignment.

c. Leaving the job without proper authorization.

d. Intentionally failing to follow the instruction of an assigned supervisor or foreman.

e. Any other action or failure to act, demonstrating an unwillingness to submit to lawful authority.

12. Performing work, either full-or part-time, for pay or otherwise, for an employer or for themselves, in violation of medical restrictions whether the employee has been placed off work, on an LOA, or is working either Transitional or Full-Duty w/Accommodations.

13. Failing or refusing to follow the instructions of their treating physician, whether the employee has been placed off work, on an LOA or is working Transitional Duty, Full-Duty w/Accommodations,

or Regular Full Duty.

14. Failing to report for an examination or treatment as directed by the treating physician or by the School District. **Note:** This includes a random or reasonable suspicion drug/alcohol test.
15. Refusing to return to regular or restricted duty when authorized by a treating physician and offered by the School District.
16. The use of profane, racist, or abusive language, directed toward contractors, supervisors, co-workers, students, visitors or parents.
17. Demonstrating rude or abusive behavior toward visitors, parents, patrons, students, contractors or other employees.
18. Gambling, conducting, soliciting or participating in a lottery or engaging in any other games of chance during the period of time the employee is drawing compensation from the School District or on School District property at any time.
19. Excessive absences from work OR habitual tardiness in reporting to assigned duties. (Missing work for three consecutive days without notifying immediate supervisor is considered Job Abandonment; this includes leaving the designated worksite without prior supervisory approval.).
20. Sleeping during assigned work hours.
21. Engaging in conduct constituting sexual harassment.
22. Inappropriate or unauthorized use of the District's two-way radio system.
23. Using District tools, materials, or supplies to work on personal projects not within the scope of assigned duties—whether for personal profit or as a personal favor.
24. Theft of property – belonging to either Fabens ISD or one of its employees, students, or patrons.
25. Violating any applicable conflict of interest law; entering into a business relationship, employment contract or other transaction with a third party leading to a direct or indirect remuneration to the employee (without prior written approval from the Superintendent or designee); accepting or soliciting any gift, favor, service, or other benefit that could reasonably be construed to influence the employee's discharge or assigned duties and responsibilities; having a personal financial interest, a business interest, or any other obligation that in any way creates a substantial conflict with the proper discharge of assigned duties and responsibilities or which creates a conflict with the best interest of the School District.
26. Conduct or behavior which rises to the level of "good cause" as may be determined by the Superintendent or his/her designee (Associate Superintendent). 26. Violating or failing to follow any other of the standards, requirements and/or prohibitions set out in administrative regulations or in

official Board Policy.

# APPENDIX B

## ***Acceptable Use of the District's Technology Resources***

The Superintendent or designee will oversee the District's Technology Resources.

In the performance of an employee's duties, Fisd-provided computer hardware, software, data files, and networks are the property of or are licensed to Fabens Independent School District and are to be used solely for official School Business. All district employees are required to sign an "Acceptable Use Policy". The main points of the AUP are the following:

- Intentional and unauthorized disclosure of personal/confidential information is an invasion of privacy and may result in disciplinary, civil, and/or criminal action.
- It is against district policy to seek out or use district records including, but not limited to, personal/confidential information relating to others for my personal interest or advantage.
- An account and password constitute an employee's signature and that employee is responsible for all entries made under that account. Use of another person's account and password would not absolve someone of responsibility for actions taken under that account and password. Delegation of an account and password for the sole purpose of electronic mail retrieval may be made upon prior approval of one's supervisor.
- Employees must comply with all computers use standards, policies, rules, procedures, and State and Federal laws.

The Superintendent shall develop and implement administrative regulations, guidelines, and user agreements consistent with the purposes and mission of the district and with law and policy. Access to the District's technology resources is a privilege, not a right. All users shall be required to acknowledge receipt and understanding of all administrative regulations governing use of the district's technology resources and shall agree in writing to allow monitoring of their use and to comply with such regulations and guidelines. Noncompliance may result in suspension of access or termination of privileges and other disciplinary action consistent with District policies. [See DH, FN series, FO series, and the Student Code of Conduct] Violations of law may result in criminal prosecution as well as disciplinary action by the district.

### ***Internet Safety***

The Superintendent shall develop and implement an internet safety plan to:

1. Control students' access to inappropriate materials, as well as to materials that are harmful to minors.

2. Ensure student safety and security when using electronic communications;
3. Prevent unauthorized access, including hacking and other unlawful activities;
4. Restrict unauthorized disclosure, use, and dissemination of personally identifiable information regarding students; and
5. Educate students about cyberbullying awareness and response and about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms.

### ***Filtering***

Each District computer with internet access and the district's network systems shall have filtering devices or software that blocks access to visual depictions that are obscene, pornographic, inappropriate for students, or harmful to minors, as defined by the federal Children's Internet Protection Act and as determined by the Superintendent.

The Superintendent shall enforce the use of such filtering devices. Upon approval from the Superintendent, an administrator, supervisor, or other authorized person may disable the filtering device for bona fide research or other lawful purposes.

### ***Monitored Use***

Electronic mail transmissions and other use of the district's technology resources by students, employees, and members of the public shall not be considered private. Designated District staff shall be authorized to monitor the district's technology resources at any time to ensure appropriate use.

### ***VIOLATIONS***

#### ***Non-severe Violations***

Non-severe violations are typically those that have minimal effects on others. They include, but are not limited to:

- Using technology for off-task activities during class (games, videos, music files, CDs, web sites not instructionally related)
- Having benign executable (programs that pose no threat to network or data security) or shortcuts to them in home directory without authorization.
- Using technology for commercial purposes, online college course work, or for political lobbying.

- Accessing or attempting to access translator services, chatrooms, bulletin boards, news groups or messaging systems other than Fabens ISD email account unless authorized by your teacher for a valid educational purpose
- Removing or replacing hardware or cables without authorization.

### ***Severe Violations***

Severe Violations are typically those that exhibit indifference to the rights of others or to one's own personal safety. Once a student loses computer privileges due to a severe violation, any subsequent violation is considered severe regardless of the offense. They include, but are not limited to:

- Installing unauthorized software anywhere on the network
- Downloading and storing files on the network without authorization
- Not reporting computer vandalism or network security violations that you are aware of
- Vandalizing or defacing hardware: damage less than \$50
- Using another's account or allowing another individual the use of one's account
- Using technology to cheat: to misrepresent another's work as one's own or to pass one's work on to another for the purpose of cheating.
- Using technology to plagiarize or infringe copyright.
- Accessing or attempting to access material that is profane, obscene, lewd, sexually suggestive, or ghastly; accessing or attempting to access material that advocates or engages in illegal acts, threats, hate or violence; accessing or attempting to access material that potentially disrupts, causes damage, threatens, or endangers students or staff.
- Spamming: Distributing mass e-mail messages and chain letters or sending e-mail to large numbers of people or a large volume of messages to one or more individuals for the purpose of causing annoyance or disruption
- Posting personal or private information about yourself or other people
- Posting or sending information that insults, defames, or harasses.

### ***Extreme Violations***

Extreme violations are acts with the potential to cause great harm to the LAN/WAN and its resources or to other people. They include but are not limited to:

- Attempting to get unauthorized access to the Fabens ISD network from any computer (including computers not at school)
- Attempting to get unauthorized access to any network from a Fabens ISD computer.
- Connecting any non-Fabens ISD hardware to the network
- Cyber bullying
- Producing, posting, or sending (or attempting to do so) material that is profane, obscene, lewd, sexually suggestive, or ghastly; material that advocates or engages in illegal acts, threats, hate or violence; or material that potentially disrupts, causes damage, threatens, or endangers students or staff.
- Possessing hacking tools
- Arranging a meeting with or agreeing to meet with a person you have met online.
- Vandalizing or attempting to vandalize data or hardware: damage greater than \$50. • Fabens ISD employees are personally responsible for the hosted content they publish online. Be mindful that what you publish on social media channels will be public for a long time— protect your privacy.
- When posting online, please remember that you are an employee of the Fabens ISD and representative of your colleagues, students, parents and the school community.
- Your online behavior should reflect the same standards of honesty, respect and consideration that you use face-to-face.
- Blogs, wikis, and podcasts are an extension of your classroom and considered official content. What is inappropriate in the classroom should be deemed inappropriate online.

## **District Website**

The district will maintain a District website for the purpose of informing employees, students, parents, and members of the community of District programs, policies, and practices. Requests for publication of information on the district website must be directed to the Technology Department.

## **Social Media**

Blogs, Wikis, Podcasts, Digital Images & Video Personal Responsibility

- Do not post photos or movies of fellow employees without their permission. Do not use photos or movies taken at school without permission. Do not post photos or movies that contain students without parental consent.
- There are many websites that allow users to share personally created movies. You are responsible for all you do, say and post online including videos. Anything posted online should represent you in a professional manner, as others will see you as connected to FISD. It disrupts learning when teachers, employees and staff post videos with questionable content.
- When posting online be sure not to post confidential student information.
- Cyber bullying is not to be tolerated. Any incidence of cyber bullying should be reported to the school Principal immediately. All cyber bullying incidents are to be taken seriously. Personal use of social networking site, including Facebook, Twitter and Instagram
- Fabens ISD staff and employees are personally responsible for all comments/information and hosted content they publish online. Be mindful that things such as Tweets and Status Updates will be visible and public for a long time.
- By posting comments, having online conversations, etc. on social media sites you are
- Comments related to FISD, its employees, staff and/events related to FISD, should always meet the highest standards of professional discretion. When posting, even on the strictest settings, staff should act on the assumption that all postings are in the public domain.
- Before posting photographs and videos, permission should be sought from the subject where possible. This is especially the case where photographs of professional colleagues are concerned.
- Before posting personal photographs, thought should be given as to whether the images reflect on your professionalism.
- Photographs relating to alcohol or tobacco use may be deemed inappropriate. Remember, your social networking site is an extension of your personality, and an extension of your professional life and classroom. If it would seem inappropriate to put a certain photograph on the wall, then it should be considered inappropriate to post online. Micro blogging (Twitter, Facebook, Tumblr, Instagram, etc.) comments made using such media are not protected by privacy settings. Employees should be aware of the public and widespread nature of such media and refrain from any comment and/or #hash tags that could be deemed unprofessional. # (Hash tags) that tag students and provide personal financial gain are prohibited. FISD students are not to be used as promotional audiences.

- Broadcasting to the world, be aware that even with the strictest privacy settings, what you 'say' online should be within the bounds of professional discretion. Comments expressed via social networking pages under the impression of a 'private conversation' may still end up being shared into a more public domain, even with privacy settings on maximum. Fabens ISD Employee Handbook.
- FISD employees are not permitted to solicit or accept "Friend" Requests from enrolled FISD students on any personal Social Media Account. This includes student's accounts and FISD employee personal accounts.
- FISD employees are not permitted to encourage students (K-12) enrolled at FISD to create Social Media Accounts of any kind.
- All FISD employees who choose to utilize Facebook, Twitter or Instagram or any other Social Media Platform to provide classroom information to students and parents must create a "teacher" page. Post must be exclusively about classroom or school activities.

## Additional Information

You may access the District's Acceptable Use Policy at

<https://www.fabensisd.net/site/handlers/filedownload.ashx?moduleinstanceid=216&dataid=112&FileName=Fabens%20ISD%20Acceptable%20Use%20Policy.pdf>

You may access the District's Social Media Policy and Guidelines at

<https://www.fabensisd.net/site/handlers/filedownload.ashx?moduleinstanceid=216&dataid=110&FileName=Fabens%20ISD%20Social%20Media%20Policy%20and%20Guidelines.pdf>

NOTE: Every employee must abide by the Acceptable Use Policy. It is the responsibility of every employee to read, understand, and adhere to these guidelines. Any questions can be referred to the Technology Department at (915) 765-2670.

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