

PERSONNEL/EMPLOYMENT POLICIES 2016-2017

DISTRICT GOALS FOR PLANNING

District educational philosophy and mission statement	AE	(LOCAL)
District- and campus-level planning	BQ	(LEGAL)
	BQ	(LOCAL)
District-level	BOA	(LEGAL)
	BOA	(LOCAL)
Campus-level	BOB	(LEGAL)
	BOB	(LOCAL)

INSTRUCTION AND STUDENTS

Handling complaints regarding instructional materials	EFA	(LEGAL)
	EFA	(LOCAL)
	EFA	(EXHIBIT)
Grading standards and grade reporting	EIA	(LEGAL)
	EIA	(LOCAL)
Promoting and retaining students	EIE	(LEGAL)
	EIE	(LOCAL)
Protection of students from unlawful discrimination	FB	(LEGAL)
	FB	(LOCAL)
	FBA	(LEGAL)
Providing medical treatment or medication to students	FFAC	(LEGAL)
	FFAC	(LOCAL)
Crisis intervention	FFB	(LEGAL)
Protection of students from unlawful discrimination	FEA	(LEGAL)
	FEA	(LOCAL)
	FEB	(LEGAL)
	FEB	(LOCAL)
	FEC	(LEGAL)
	FEC	(LOCAL)
	FED	(LEGAL)
Excluding students with communicable diseases	FFAD	(LEGAL)
Care plans for students at risk for anaphylaxis	FFAF	(LEGAL)
	FFAF	(LOCAL)
Mandated reporting of child abuse neglect	FFG	(LEGAL)

	FFG	(EXHIBIT)
Freedom from harassment	FFH FFH	(LEGAL) (LOCAL)
Freedom from bullying	FFI	(LOCAL)
Safeguarding privacy of student records	FL FL	(LEGAL) (LOCAL)
Student right and responsibilities	FN	(LOCAL)
Student expression	FNA FNA	(LEGAL) (LOCAL)
Distribution of non-school literature	FNAA FNAA	(LEGAL) (LOCAL)
Use of school facilities for non-school purposes	FNAB FNAB	(LEGAL) (LOCAL)
Student conduct	FNC FNC FNCC FNCD FNCG	(LEGAL) (LOCAL) (LEGAL) (LEGAL) (LEGAL)
Hazing		
Tobacco Use		
Weapons		
Handling student/parent complaints: parents' rights	FNG FNG	(LEGAL) (LOCAL)
Student discipline	FO FO	(LEGAL) (LOCAL)
Confidentiality of personnel records, public and nonpublic Information	GBA	(LEGAL)
Community relations	GKA GKC GKC	(LEGAL) (LEGAL) (LOCAL)
Interaction of police and child protective services with students on campus	GRA GRA GRA	(LEGAL) (LOCAL) (EXHIBIT)

PERSONNEL

Financial ethics	CAA	(LOCAL)
Payroll salary deductions and reductions	CFEA	(LEGAL)
Purchasing and acquisition	CH CH	(LEGAL) (LOCAL)

Employee safety practices and crisis management	CK	(LEGAL)
	CK	(LOCAL)
Inspections	CKA	(LEGAL)
Accident prevention and reports	CKB	(LEGAL)
	CKB	(LOCAL)
	CKC	(LEGAL)
Emergency plans	CKC	(LOCAL)
	CKD	(LEGAL)
District computers and electronic communications	CQ	(LEGAL)
	CQ	(LOCAL)
Health and life insurance	CRD	(LEGAL)
	CRD	(LOCAL)
Worker's Compensation Insurance	CRE	(LEGAL)
Unemployment Insurance	CRF	(LEGAL)
	CRF	(LOCAL)
Intellectual property and copyright	CY	(LEGAL)
	CY	(LOCAL)
Equal employment opportunity	DAA	(LEGAL)
Genetic nondiscrimination	DAB	(LEGAL)
Objective for personnel decisions	DAC	(LOCAL)
Personnel records	DBA	(LEGAL)
	DBA	(LOCAL)
Criminal History and credit reports	DBAA	(LEGAL)
Conflict of Interest	DBD	(LEGAL)
	DBD	(LOCAL)
	DBD	(EXHIBIT)
Employment practices:	DC	(LEGAL)
	DC	(LOCAL)
Probationary contracts	DCA	(LEGAL)
Term contracts	DCB	(LEGAL)
	DCB	(LOCAL)
At-Will employment	DCD	(LEGAL)
	DCD	(LOCAL)
Other types of contracts	DCE	(LEGAL)
	DCE	(LOCAL)
Salaries& wages	DEA	(LEGAL)

	DEA (LOCAL)
Incentives and stipends	DEAA (LEGAL) DEAA (LOCAL)
Compensation and benefits	DEAB (LEGAL)
Employee leaves and absences	DEC (LEGAL) DEC (LOCAL)
Vacation and holidays	DED (LOCAL)
Family and medical leave	DECA (LEGAL)
Military leave	DECB (LEGAL)
Requirements for expense reimbursement	DEE (LEGAL) DEE (LOCAL)
Termination of employment	DF (LEGAL) DF (EXHIBIT)
Suspension/termination during contract	DFAA (LEGAL) DFAA (LOCAL)
Termination at end of year	DFAB (LEGAL) DFAB (EXHIBIT)
Return to probationary status	DFAC (LEGAL)
Termination of term contracts	DFBA (LEGAL) DFBA (LOCAL) DFBB (LEGAL) DFBB (LOCAL) DFBB (EXHIBIT)
Hearings before hearing examiner	DFD (LEGAL) DFD (LOCAL)
Resignations	DFE (LEGAL) DFE (LOCAL)
Reduction in force	DFF (LOCAL)
Reduction in force due to financial exigency	DFFA (LEGAL)
Reduction in force due to program change	DFFB (LOCAL)
Employee rights and privileges	DG (LEGAL)
Employee Immunity	DGC (LEGAL)
Process for employee complaints and grievances	DGBA (LEGAL) DGBA (LOCAL)

Employee standards of conduct	DH	(LEGAL)
	DH	(LOCAL)
	DH	(EXHIBIT)
Alcohol/drug screening and other searches of employees	DHE	(LEGAL)
	DHE	(LOCAL)
	DHE	(EXHIBIT)
Drug-free workplace	DI	(LEGAL)
	DI	(LOCAL)
	DI	(EXHIBIT)
Harassment	DIA	(LEGAL)
	DIA	(LOCAL)
Assignment to positions; transfers	DK	(LEGAL)
	DK	(LOCAL)
Attendance at professional meetings on school time	DMD	(LOCAL)
Employee evaluation/appraisal	DN	(LOCAL)
	DNA	(LEGAL)
	DNA	(LOCAL)
	DNB	(LEGAL)
	DNB	(LOCAL)
Confidentiality of personnel records; public and nonpublic information	GBA	(LEGAL)
	GBAA	(LEGAL)
	GBAA	(EXHIBIT)

STUDENT DISCIPLINE

[Chapter 37](#) - Student Discipline: A Teacher's Guide

[Nederland ISD – Student Code of Conduct](#)