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Revised July 2016
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Introduction

The purpose of this handbook is to provide information that will help with questions and pave the way for a successful year. The Duncanville ISD Staff 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 staff members 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, staff members may refer to the policy codes that are associated with handbook topics, confer with their supervisors, or call the appropriate district office. District policies can be accessed online at http://www.duncanvilleisd.org.

Suggestions for additions and improvements to this handbook are welcome and may be sent to Kathleen Brown, Assistant Superintendent for Personnel.

Staff Handbook Receipt - The Staff Handbook Receipt can be found at the back of this handbook on page 51, and may be removed without compromising the physical integrity of this document. Please sign and return this form to your principal or supervisor.

District Information

Description of the District

Covering approximately 30 square miles, the Duncanville Independent School District is home to more than 60,000 residents and encompasses portions of the city of Dallas, small portions of DeSoto and Cedar Hill, and all of the city of Duncanville. The district offers many attractive features to families as a culturally rich environment with rigorous coursework, numerous enrichment programs, nationally recognized career and technology programs and an educational setting focused on preparing children to succeed in an ever-changing world. The district is located in the southwest region of Dallas County, Texas and employs nearly 1,700 dedicated staff, including 750 teachers, making the district one of the largest employers in the area. Duncanville ISD educates approximately 13,000 students at 18 campuses. These include nine elementary schools, three intermediate and three middle schools, one comprehensive high school, and two alternative campuses. Grade levels are divided into elementary, serving students in grades Pre-K through four or five; intermediate, serving grades five and six; middle school for students in grades seven and eight; and high school for students in ninth through twelfth grades.

District Map

A map of Duncanville ISD can be found at the following link: http://duncanvilleisd.org/modules/groups/homepagefiles/cms/1622559/File/Boundaries_map.pdf?sessionid=826842f5a329fbb8e174e70e4e185a&sessionid=826842f5a329fbb8e174e70e4e185a

Mission Statement

Policy AE

The mission of the Duncanville Independent School District is to provide each individual student with the necessary skills to achieve lifelong success and contribute to a global society.

Vision Statement

At the core of the Duncanville ISD is our vision of, “Writing success stories, one student at a time.” We believe that students are our first priority and that every staff member contributes to student success.
**District Strategic Plan**

The Duncanville Independent School District established a clear direction for the district through the development of the strategic plan. The plan was developed by a planning committee that included teachers, principals, parents, student, community and school board members. The strategic plan provide a roadmap for the district from 2016 – 2021 with a focus on the mission, vision, and values of Duncanville ISD.

**District Core Values**

We believe students are our first priority.  
We model personal integrity and ethical behavior.  
We value and respect all students, staff, families and community members.  
We provide a safe, nurturing environment to foster academic excellence and positive relationships.  
We embrace continuous improvement, data-driven decision making, and mutual accountability for organizational excellence.  
We believe every staff member contributes to student success.

**Duncanville ISD Strategic Goals**

1. **Focus on Student Success.**

2. **Focus on Students, Parents, and Community.**

3. **Focus on Operational Excellence.**

4. **Focus on Employees and Organizational Improvement**

5. **Focus on Financial Stewardship.**
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. Duncanville trustees are elected at-large, and serve three-year terms. Trustees serve without compensation, must be registered voters, and must reside in the district.

Board Meetings

The Duncanville ISD School Board meets the second Monday of each month at the Duncanville Education Plaza, located at 710 S. Cedar Ridge Dr, Duncanville, TX 75137. Board meetings begin with a briefing session at 6:00 pm. The regular portion of the Board meeting begins at 7:00 pm. Individuals wishing to address the Board may do so during the Public Forum/Communications from the Public agenda item. Those wishing to speak during this time must complete a Public Forum Card, available near the Board Room entrance. Cards must be placed in the Forum box located in the same area. The Board may not address comments made during Public Forum.

Board meeting agendas are published online at www.duncanvilleisd.org and are posted at the Education Plaza (710 S. Cedar Ridge Dr.) 72 hours prior to the scheduled meeting date and time.

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 staff member complaints, security matters, student discipline, or consulting with attorneys regarding pending litigation. Board meetings are taped and on the district’s website at www.duncanvilleisd.org.

Board Meeting Schedule for 2016-2017 (Dates Subject to Change)

August 8, 2016
September 12, 2016
October 10, 2016
November 14, 2016
December 12, 2016
January 09, 2017
February 13, 2017
March 20, 2017
(third week due to Spring Break – week of March 14)
April 10, 2017
May 8, 2017
June 12, 2017
July 10, 2017
Administration
The role of Duncanville ISD Administration is to support and serve district schools. Off campus administrators are at the Duncanville ISD Education Plaza which is located at 710 S. Cedar Ridge Dr., where the offices of the Superintendent, Chief of Schools, Curriculum & Instruction, Budget & Finance, Personnel, Campus Support, Student Support & Parent Relations, Communications & Public Relations, Special Education, Staff Development, Federal Programs, and Bilingual/ESL are housed.

School Calendar
See the Duncanville ISD website for 2016-2017 calendars:

Helpful Contacts
From time to time, staff members have questions or concerns. If those questions or concerns cannot be answered by supervisors or at the campus or department level, staff members are encouraged to contact the appropriate department listed below.

Departments
Duncanville Education Plaza ............. 972-708-2000
Athletics........................................ 972-708-2150
Child Nutrition Services ................. 972-708-2328
District Voice Mail ......................... 972-708-2200
Maintenance/Custodial .................... 972-708-2260
Purchasing ..................................... 972-708-2270
Technology/PEIMS ......................... 972-708-2300
Transportation.............................. 972-708-2280

Campuses
Duncanville High School .............. 972-708-3700
M. E. Smithey PACE High School...... 972-708-2470
SUMMIT Education Center ............. 972-708-2570
Byrd Middle School ................. 972-708-3400
Kennemer Middle School ........... 972-708-3600
Reed Middle School ................. 972-708-3500
Brandenburg Intermediate ........... 972-708-3100
Daniel Intermediate ................ 972-708-3200
Hardin Intermediate ................. 972-708-3300
Acton Elementary ...................... 972-708-2400
Alexander Elementary .............. 972-708-2500
Bilhartz Elementary ................ 972-708-6600
Central Elementary ................ 972-708-2600
Fairmeadows Elementary .......... 972-708-2700
Hastings Elementary ................. 972-708-2800
Hyman Elementary ................ 972-708-6700
Merrifield Elementary ............ 972-708-2900
Smith Elementary ................ 972-708-3000
Diversity Action Plan: Equal Employment Opportunity

Policies DAA, DIA

It has been and continues to be the policy of the Duncanville Independent School District as an Equal Opportunity Employer that all persons will receive equal employment opportunities in accordance with their job-related qualifications, without regard to race, creed, color, sex, disability, veteran status, religion, age or national origin. Additionally, the District does not discriminate against a staff member or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Equal employment opportunities include, but are not limited to recruitment, selection, placement, training, promotion, transfer, demotion, rate of pay, benefits, layoffs, terminations, social and recreational programs, and other conditions, obligations and benefits of employment. The Board of Trustees, the superintendent and all persons associated with the Duncanville Independent School District are committed to the spirit and letter of the District policy.

The objective of the Duncanville Independent School District has always been to base employment decisions solely upon job-related criteria and requirements and an individual's related qualifications and abilities. The Duncanville Independent School District continuously looks for ways to identify and develop a broad range of applicant sources in its employment activities. To achieve its objectives, the Duncanville Independent School District emphasizes to applicants, staff members, students, parents, the community, and others that opportunities in the Duncanville Independent School District are made available on a nondiscriminatory basis.

Equal Employment Policy - Should any staff member or other individual have questions concerning the Duncanville Independent School District's equal employment opportunity policies or practices, that person is encouraged to discuss these matters with the Chief of Staff, the Human Resources Department, or the Superintendent.

Staff members with questions or concerns about discrimination on the basis of race, color, religion, sex, national origin, age, or military status should contact Kathleen Brown, Assistant Superintendent for Personnel and the District Title IX Coordinator. Staff members with questions or concerns about discrimination on the basis of a disability should contact Mackenzie Casall, Director of Special Programs and the District ADA / Section 504 Coordinator. Questions or concerns relating to discrimination for any other reason should be directed to the Assistant Superintendent for Campus Support.

Job Vacancy Announcements

Policy DC

Announcements of job vacancies by position and location are posted on a regular basis on the district’s website.Vacancy notices will be posted on the Duncanville ISD website, and at the Education Plaza at 710 S. Cedar Ridge Dr. The notice will include a basic description of the job, essential credentials, a listing of the filing dates, and the name of the contact person. Applications will be retained in the HR Department for one year from the date of application unless the applicant requests in writing that the application remain on file.

Job Posting Requirement

- Applies to all positions for which a certificate or license is required as provided by Section 21.003; this therefore includes classroom teachers.
- Prior to filling a vacancy, requires a ten-day posting period for all jobs that do not affect the safety of the students;
- Posting of the position at the central administrative office of each campus in the district during any time the office is open: AND
  - The district's website; and
  - The district must provide staff members a "reasonable opportunity" to apply for the position.

Exceptions to the Ten-Day Posting Requirement

- A position that affects the safety and security of a student, as determined by the board of trustees; or
- If, during the school year, the district must fill a vacant position held by a teacher, as defined by Section 21.201, in less than 10 school days.

Professional personnel seeking employment must file an application with complete college and certification creden-
tials. After the screening process, selected applicants may be invited for an interview by the appropriate administrator. Prior to making a recommendation for employment, a thorough investigation is made of the applicant. Qualifications considered desirable are academic competence, success, and the personal qualities necessary for working in close association with students, parents, and the community. The superintendent has sole authority to make recommendations to the board regarding selection of contractual personnel. The board retains final authority to hire central administration contractual personnel and principals but delegates to the superintendent final authority to hire all contractual personnel below the level of campus principal. The board delegates to the superintendent final authority to employ and dismiss non-contractual staff members on an at-will basis. DC (LOCAL)

When a job vacancy occurs among auxiliary or support staff, all current applications are considered and screened. Consideration is given each applicant based on leadership potential, ability to perform the job, attendance record, and dependability, past evaluations, experience, and other criteria.

**Reduction in Force**

A reduction in force (RIF) may take place when the Board determines that financial exigency or program change requires the discharge or non-renewal of one or more staff members. Such a determination constitutes sufficient cause for discharge or non-renewal of a staff member’s contract and services. DFF (LOCAL)

**Employment Status**

The District adheres to state law that mandates the following categories of full-time certified professional staff: certified central office and campus administrators, teachers, librarians, full-time registered nurses, and counselors under a term contract as defined in Texas Education Code 5.001(2), and these staff members do not have a contractual property interest beyond its term. Staff in all other positions are employed at-will or by a contract that is not subject to the procedures for non-renewal 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.

**Contract and Non-Contract Employment**

*Policy DC series*

State law requires the district to employ all full-time professional staff in positions requiring a certificate from the State Board for Educator Certification (SBEC) and nurses under probationary, term, or continuing contracts. Staff in all other positions are employed at-will or by a contract that is not subject to the procedures for non-renewal 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**

A probationary contract will be issued to a person who is employed by the Duncanville Independent School District for the first time or who has not been employed by the District for two consecutive years. Nurses and full-time professional staff new to the district and employed in positions requiring SBEC certification must receive a probationary contract during their first year of employment. Former staff members who are hired after a two-year lapse in district employment or staff members 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 in public schools 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. DCA (LEGAL)

**Term Contract**

A term contract will be issued after a contractual staff member has successfully completed his/her probationary period as prescribed under Chapter 21 of the Texas Education Code (DCB LEGAL). A term contract will be in writing and include the terms of employment as prescribed under Chapter 21. Subchapter E; the Board may include other provisions in a term contract that are consistent with this subchapter. Each term contract is subject to the approval of the Board and there is no property interest in a term contract beyond its term. The Board shall provide each staff
member employed under a term contract with a copy of the staff member's contract. District Employment-Related Policies are shown on page 12 of this handbook and are also available on the District website.

**Non-Certified Professional and Administrative Staff Contracts**

Staff members in professional and administrative positions that do not require SBEC certification (such as non-instructional administrators) are employed by one-year contracts that are not subject to the procedures for non-renewal under the Texas Education Code.

**Paraprofessional and Auxiliary Staff**

All paraprofessional and auxiliary staff, 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 staff member or the district.

**Certification and Licenses**

Professional staff whose positions require SBEC certification or professional license are responsible for taking actions to ensure their credentials do not lapse. Staff members 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.

A certified staff member's contract may be voided without due process and employment terminated if the individual does not hold a valid certificate or fails to fulfill the requirements necessary to extend a temporary certificate, emergency certificate, probationary certificate, or permit. A contract may also be voided if SBEC suspends or revokes certification because of an individual's failure to comply with criminal history background checks. Contact the Human Resource Department if you have any questions regarding certification or licensure requirements.

All professional personnel shall hold valid Texas Certificates, out-of-state certification, or shall provide evidence of eligibility for certification and/or appropriate license. The State Board of Educator Certification is charged with regulating and overseeing the State's certification of professional staff. Questions concerning certification should be directed to the District's Human Resources Office.

Each person who holds a Texas Standard certificate is responsible for renewing the certificate and paying a fee for late renewal. *Failure to receive notice of the renewal requirement or deadline does not excuse the individual's obligation to renew or pay applicable fees.*

To be eligible for certificate renewal, an individual must:

- Successfully complete a criminal history review;
- Not be in default on a student loan or in arrears of child support;
- Complete the appropriate clock hours of continuing professional education (CPE); and
- Pay the renewal fee.

Any person who fails to satisfy all of the certificate renewal requirements will be moved to inactive status and will be ineligible for employment in a Texas public school district. For more information, contact SBEC at [www.sbec.state.tx.us](http://www.sbec.state.tx.us) or call 888-863-5880.
Employment-Related Policies

The following Board policies may be of interest to our staff and are readily available to district personnel by visiting the Duncanville ISD website and selecting Parent Resources, Policies, and Policy Online. All Duncanville ISD Policies can be found at:  http://pol.tasb.org/Home/Index/363.

DAA Equal Employment Opportunity
DBD Conflict of Interest
DBF Non-school Employment
DC Employment Practices
DCB Term Contracts
DEA Salaries, Wages, Stipends
DEC Leaves and Absences
DFD Hearings before Hearing
DFE Resignation
DFF Reduction in Force
DGBA Employee Complaints/Grievances
DH Standards of Conduct
DHE Searches and Alcohol/Drug Testing
DI Welfare
DIA Freedom from Harassment
DFAC Return to Probationary Status
DK Assignment and Schedules
DFBA Termination during Contract
DN Performance Appraisal
DFBB Non-renewal
DNA Evaluation of Teachers
DNB Evaluation of Other Professional Examiner Employees

Schedules

Working hours for Duncanville ISD Central Office personnel:
Mon – Thurs, 8:00 am - 4:30 pm; Fri, 8:00 am - 4:00 pm

Working hours for campus personnel:
Elementary  Mon – Fri, 7:45 am - 3:45 pm
Intermediate  Mon – Fri, 8:15 am - 4:15 pm
Middle School Mon – Fri, 8:45 am - 4:45 pm
High School Mon – Fri, 7:15 am - 3:15 pm

NOTE:  Schedules may vary based on needs – check with your Campus Administrator for your schedule. Summer hours of operation may be modified with the approval of the superintendent.

Assignments

Teachers shall be assigned in areas or subjects for which they have completed an approved program of teacher education and certification. Campus assignments and reassignments will be made by the principal and shall be consistent with District policy and equal opportunity employment.

All personnel are employed subject to assignment and reassignment by the superintendent or an officially designated representative at any time. Assignments and / or additional duties shall be based on the overall needs of the District. Any staff member may request assignment to another position within the District for which he or she is qualified.

Staff Member ID Cards and Time Management System

Duncanville ISD uses a district-wide timekeeping system that is to be used by all hourly staff members in an effort to provide consistent timekeeping.
All staff members are required to wear ID cards and are required to swipe their card through a device called a bar code reader. Staff members are not to "swipe in" or "swipe out" for co-workers at any time or under any circumstances.

All campuses will have access to a reader to check in and check out as needed. Each ID card will have the staff member’s picture. Failure to adhere to procedures and policies associated with the timekeeping system will be automatic grounds for being placed on probation, suspension, and even termination.

**Full-time Teachers / Librarians**

1. Each full-time teacher, including a teacher who directs extracurricular activities, must teach an average of four hours a day.
2. Planning and preparation time for teachers is at least 450 minutes each two-week period in increments of not less than 45 minutes.
3. The district must provide full-time teachers and Librarians with a duty-free lunch period of at least 30 minutes. Exception: If necessary because of a personnel shortage, extreme economic conditions, or unavoidable or unforeseen circumstances, the District may require a classroom teacher or Librarian entitled to a duty-free lunch to supervise students during lunch.
4. Itinerant teachers may be assigned duty at the home school, but not at both schools.

**Half-time Teachers**

1. A half-time teacher may be assigned no more than three class periods, which must be consecutive. At the secondary level, a half-time teacher may be assigned two classes and a homeroom period, but may not have a homeroom period assigned with three classes.
2. Half-time teachers with three classes may not be assigned duty.

**Duties**

Teachers should become familiar with the provisions of the District and campus handbooks that constitute an expression of the administrative procedures for the guidance of the teacher in the Duncanville ISD workplace.

**Faculty Meetings**

Principals may call faculty meetings whenever it would be in the best interest of their campus. These meetings may be held within the working day or beyond the normal working hours, if needed. Faculty meetings may be scheduled or called with reasonable advance notice.

**Staff Member Arrests and Convictions**

A staff member must report to the principal or immediate supervisor within three calendar days of any arrest, indictment, conviction, no contest or a plea of guilty, or other adjudication of any felony, any offense involving moral turpitude, and any of the 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 of school property or at a school-sponsored activity
- Crimes involving moral turpitude. Moral turpitude includes, but is not limited to, the following:
  - Dishonesty
  - Fraud
  - Deceit
  - Theft
  - Acts constituting abuse under the Texas Family Code
  - Misrepresentation
  - Deliberate violence
  - Drug or alcohol related offenses
  - Base, vile, or depraved acts that are intended to arouse or gratify the sexual desire of the actor
Searches and Alcohol and Drug Testing

Policy CQ, DHE

Non-investigatory searches in the workplace, including accessing a staff member’s desk, file cabinets, or work area to obtain information needed for usual business purposes, may occur when a staff member is unavailable. Therefore, staff members 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 staff member, the staff member’s personal items, and work areas including district-owned computers, lockers, and private vehicles parked on district premises or work sites or used in district business.

Commercial Driver’s License

Any staff member whose duties require a commercial driver’s license (CDL) is subject to drug and alcohol testing. This includes all drivers who operate a motor vehicle designed to transport 16 or more people counting the driver, drivers of large vehicles, or drivers of vehicles used in the transportation of hazardous materials. Teachers, coaches, or other staff members who primarily perform duties other than driving are subject to testing requirements if their duties include driving a commercial 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 a staff member 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 a staff member who has violated the prohibited alcohol conduct standards or tested positive for alcohol or drugs is allowed to return to duty.

All staff members required to hold 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.

Staff members with questions or concerns relating to alcohol and drug policies and related educational material should contact the Director of Transportation.

Health Safety Training

Policies DBA, DMA

Certain staff members 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), and extracurricular athletic activity safety. Certification or documentation of training must be issued by the American Red Cross, the American Heart Association, University Interscholastic League, or another organization that provides equivalent training and certification.

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. Staff members who object to a reassignment may follow the district process for staff complaints as outlined in this handbook and district policy. DGBA (LOCAL)

A staff member 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 staff member and the staff member’s supervisor. A teacher requesting a transfer to another campus before the school year begins must submit his or her re-
quest in the time frame specified each year by the Human Resources Department. 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.

**Breaks for Expression of Milk**

*Policies DEA, 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.

**Workload and Work Schedules**

*Policies DEA, DK, DL*

**Professional Staff** - Professional staff members 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 Staff** - Support staff members 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 staff members must be compensated for overtime and are not authorized to work in excess of their assignment without prior approval from their supervisor. See Overtime Compensation on page 25 for additional information.

**Notification to Parents Regarding Qualifications**

*Policies DK, DBA*

In schools receiving Title I funds, the district is required by the No Child Left Behind Act (NCLB) to notify parents at the beginning of each school year that they may request information regarding the professional qualifications of their child’s teacher. NCLB also requires that parents be notified if their child has been assigned or taught for four or more consecutive weeks by a teacher who is not highly qualified.

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 notification under NCLB 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. Staff members who have questions about their certification status can call the Human Resources Department.

**Outside Employment and Tutoring**

*Policy DBD*

Staff members are required to disclose in writing to their immediate supervisor any outside employment that may create a potential conflict of interest with their assigned duties and responsibilities or the best interest of the district. Supervisors will consider outside employment on a case-by-case basis and determine whether it should be prohibited because of a conflict of interest.
Performance Evaluation
Policy DN series
Evaluation of a staff member’s job performance is a continuous process that focuses on improvement. Performance evaluation is based on a staff member’s assigned job duties and other job-related criteria. All staff 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 staff 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.

Staff Involvement
Policies BQA, BQB
At both the campus and district levels, Duncanville ISD offers opportunities for input in matters that affect staff and influence the instructional effectiveness of the district. As part of the district’s planning and decision-making process, staff members 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 staff members 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 non-instructional personnel is designed to meet specific licensing requirements (e.g., bus drivers) and continued staff skill development.

Individuals holding renewable SBEC certificates are responsible for obtaining the required training hours and maintaining appropriate documentation.

Termination of Employment

Resignations
Policy DFE

Contract Staff - Contract staff members 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 Assistant Superintendent of Human Resources. Contract staff members 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 superintendent will notify SBEC when a staff member resigns and reasonable evidence exists to indicate that the staff member has engaged in any of the acts listed in Reports to the Texas Education Agency.

Non-Contract Staff - Noncontract staff members may resign their position at any time. A written notice of resignation should be submitted to their supervisor at least two weeks prior to the effective date. Staff members are encouraged to include the reasons for leaving in the letter of resignation but are not required to do so.

Dismissal or Non-Renewal of Contract Staff
Policies DFAA, DFAB, DFBA, DFBB, DFD, DFF

Staff members on probationary, term, and continuing contracts can be dismissed during the school year according to the procedures outlined in district policies. Staff members on probationary or term contracts can be non-renewed at the end of the contract term. Contract staff 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 time lines and procedures to be followed when a suspension, termination, or nonrenewal occurs will be provided when a writ ten notice is given to a staff member. Advance notification requirements do not apply when a contract staff member is dismissed for failing to obtain or maintain appropriate certification or whose certification is revoked for misconduct. Information on the time lines and procedures can be found in the DF series policies that are provided to staff or are available on line.

**Dismissal of Non-Contract Staff**

*Policy DCD*

Noncontract staff members 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 staff member for reasons of race, color, religion, gender, 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 staff members who are dismissed have the right to grieve the termination. The dismissed staff member must follow the district process outlined in this handbook when pursuing the grievance (see *Complaints and Grievances*, page 35).

**Exit Interviews and Procedures**

*Policies DC and CY*

Exit interviews will be scheduled for all staff leaving the District. Information on the continuation of benefits, release of information, and procedures for requesting references will be mailed to the separating staff member. Separating staff members 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 issued keys, books, property including intellectual property and equipment must be returned upon separation from employment. The District may withhold the cost of any unreturned items from the final paycheck.

**Reports to Texas Education Agency**

*Policy DF, DHB*

The dismissal of a certified employee must be reported to the Division of Investigations at TEA whenever the termination is based on a determination 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 conduct or a romantic relationship with a student or minor
- The possession, transfer, sale, or distribution of a controlled substance
- The illegal transfer, appropriation, or expenditure of district or school property or funds
- An attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit for the purpose of promotion or additional compensation
- Committing a criminal offense or any part of a criminal offense on district property or at a school-sponsored event

The superintendent is also required to notify TEA when a certified employee resigns and there is reasonable evidence that would support a recommendation to terminate employment because of evidence that the educator engaged in the conduct listed above.

The reporting requirements above are in addition to the superintendent’s ongoing duty to notify TEA when a certified employee has a reported criminal history. “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.

**Reports Concerning Court-Ordered Withholding**

The district is required to report the termination of staff members who are under court order or writ of withholding for child support or spousal maintenance to the court and the individual receiving the support (Texas Family Code §8.210,158.211). Notice of the following must be sent to the court and support recipient:

- Termination of employment, not later than the seventh day after the date of termination
• Staff member’s last known address
• Name and address of the staff member’s new employer, if known

**Renewal / Non-Renewal**

Term contract staff whose contracts are about to expire shall be notified by the Board not later than the tenth day before the last day of instruction whether the Board intends to renew or not renew the contract. Term contract staff members may be terminated at any time for: (1) good cause as determined by the Superintendent; or, (2) a financial exigency that requires a reduction in personnel.

**Employment After Retirement**

Important changes to TRS Employment after Retirement are effective immediately.

**Senate Bill 1669**, passed by the Texas Legislature and signed by the Governor, changes the Employment after Retirement limits for **TRS Service Retirees**. For members who retire **after January 1, 2011**, Full-Time employment now requires a 12 consecutive month break in service after retirement or the retiree forfeits the monthly annuity for each month in which that work occurs. For those who retired **before January 1, 2011**, a service retiree may work in any capacity without loss of annuity after one month break in service. **TRS Service Retirees** who retired **before 1/1/2011** no longer have limitations on working in public education after retirement. This means that these retirees will not be subject to forfeiture of their monthly TRS annuity payments.

**Please be aware that the surcharges still apply to the employment of any retiree who retired after 9/1/2005.**

Retirees who retired **after 1/1/2011** may work under the following conditions **without loss** of their TRS monthly annuity:

1. As a substitute (taking the place of a current staff member)
2. Half-time or less
3. Substitute and half-time in the same calendar month for no more than half the number of work days in the calendar month
4. Full-time after a 12 consecutive month break in service

Retirees who retired **after 1/1/2011** will lose their monthly annuity if they:

1. Work greater than half-time without a 12 consecutive month break in service
2. Work more than half the number of work days in the calendar month when combining substitute and half-time employment in the same calendar month
3. Work full-time (greater than half-time) without a 12 consecutive month break in service

**All full-time exceptions are GONE.** The Six Month, Acute Shortage Area, Principal/Assistant Principal, Bus Driver, and Nursing Faculty Exceptions no longer exist per Senate Bill 1669.

Detailed information about employment after retirement is available in the TRS publication Employment After Retirement. Staff members may contact TRS for additional information by calling 800-223-8778 or 512-542-6400. Information is also available on the TRS website www.trs.state.tx.us.

Individuals receiving retirement benefits from the Texas Retirement System (TRS) may be employed in part-time positions without affecting their benefits (see Senate Bill 1669 information above). The amount of time a retiree may be employed without losing benefits is governed by TRS rules and laws. Service retirees who retire before May 31 may begin working in a Texas public school one full calendar month after the retirement date under strict conditions. Retiring staff members should consult with TRS officials about conditions and restrictions on employment after retirement.

Retirees may work in the following capacities:
- As a substitute at no more than the daily substitute pay rate. Individuals receiving disability retirements benefits may not work for more than 90 days in a school year.
- On a half-time basis or less during any month, provided they are not also employed as a substitute in that month. Half-time employment cannot exceed the lesser of 50 percent of the position's full-time load or 92 hours in a month. For bus drivers, half-day employment is limited to the lesser of one-half the number of
workdays or 12 days per calendar month. Work by a bus driver for any part of the day counts as a full day.
• On a full-time basis during a six-month period during a school year, provided that this is their only em-
ployment in a Texas public school. Individuals who retire in August may begin employment in October of
the year following their retirement.
• As a principal or assistant principal on a full-time basis, if certified as a principal and following a 12-
month break in service. Retirees who retired under early age or disability provisions are excluded.
• As a full-time bus driver (early age and disability retirees excluded).

Under this last provision, retirees must submit annual written notice to TRS by the last day of the first month of full
employment to avoid disruption of benefits. Working any part of the month counts as a full month.
Staff members can contact TRS for additional information by calling 800-223-8778 or 512-542-6400. TRS infor-
mation is also available on the Web (www.trs.state.tx.us).

Compensation and Benefits

Salaries, Wages, and Stipends

Policies DEA, DEAA, DEAB

Staff members 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 staff and academic administrators are generally classi-
sified as exempt and are paid monthly salaries. They are not entitled to overtime compensation. Other staff are general-
ly classified as non-exempt and are paid an hourly wage or salary and receive compensatory time or overtime pay for
each hour worked beyond 40 in a workweek. (See Overtime Compensation, page 25)

All staff members will receive written notice of their pay and work schedules before the start of each school year.
Classroom teachers, librarians, full-time nurses, full-time speech pathologists and full-time counselors will be paid no
less than the minimum state salary schedule. Contract staff members 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.

Staff members should contact the Director of Human Resources for more information about the district’s pay sched-
ules or their own pay.

Annualized Compensation

Policy DEA

Generally, all professional and paraprofessional staff are paid on the 25th of each month. The District’s pay calendar
is included in this Staff Handbook.

The Duncanville ISD compensation plan provides that professional and paraprofessional staff shall be paid their
wages for the school year once a month throughout a 12-month cycle. This plan applies to all staff members, wheth-
er they work 10 months, 11 months or 12 months. The plan ensures that active staff members receive regular
paychecks throughout the year, and facilitates payroll deductions through the summer months for items such as bene-
fit premiums, child support, credit union deductions and organizational dues.

Hourly staff will be paid on a bi-weekly schedule as provided to their respective transportation, custodial, cafeteria,
and manual trades departments.

Verification of Pay

The Payroll office makes every effort to ensure that each staff member’s pay, leave, and other information are cor-
rect. Unfortunately, however, mistakes can occur. It is the staff member’s responsibility to review their payroll in-
formation on the Employee Service Center each month for accuracy, including but not limited to compensation,
leave, federal withholding status, and deductions.

Pay for Salary Errors in Prior Years
The District provides staff members with individual salary notices that summarize each staff member’s pay grade, pay step (experience) and stipend, if any. Therefore, it is the staff member’s responsibility to review the salary notice annually and to immediately point out questions or concerns in writing to Human Resources, which will be addressed in a timely manner. It is the practice of the District for any correction to be limited to the current fiscal year, which is from July 1 through June 30.

**Staff Classifications**

Exempt staff are those whose pay is based on a specified salary regardless of the number of hours worked and are exempt from overtime provisions of the Fair Labor Standards Act.

Non-exempt staff members are defined as those whose pay is based on an hourly rate and are subject to the stipulations of the Federal Labor Standards Act (FLSA). Non-exempt staff must be paid at least the federal minimum wage for each hour worked and given overtime pay/comp time of not less than one and a half times their hourly rate for hours worked beyond 40 each week.

**Processing IRS W-4 forms**

Duncanville ISD is not required to verify the accuracy of the information on a staff member’s W-4; however, the Payroll Office cannot knowingly accept an invalid form. A form is invalid if it is altered (e.g., sections are crossed out or information other than the requested entries has been added) or if the staff member indicates that it contains false information.

The Payroll Office will request a new form if they become aware that a W-4 is invalid. If a corrected copy is not submitted to the Payroll Office, withholding will be based on the most recent correct W-4 on file. If forms are received illegible or incomplete, withholdings will be made as if the staff member is single and claimed zero allowances.

Those staff members wishing to amend their withholding status can do so at any time by submitting a new W-4. Monthly staff members would need to submit changes by the fifteenth of each month. Bi-weekly staff members would need to submit changes by the last day of their pay period.

**Extra Duty Compensation**

*Policy DEA (LEGAL)*

Non-exempt staff members who perform duties outside their assignment must record actual hours worked. Time worked will be recorded on the SKYWARD TRUE-TIME system. These additional duties will be compensated at the staff member’s regular hourly rate of pay or compensatory time up to 40 hours and 1.5 times the regular rate for hours physically worked over 40 within the work week. In addition, non-exempt staff members may not volunteer in positions similar to their assignment (i.e., teacher aide helps with reading group after school).

Exempt staff members who perform duties outside their assignment must do so outside their work schedule and must time stamp/swipe clock using the appropriate function code in order to be compensated. In addition, payment will be based upon a predetermined hourly rate.

**Compensatory or “Comp” Time**

*Policy DEA (LOCAL), DEA (LOCAL)*

All Duncanville ISD nonexempt paraprofessional staff are required to complete “Time and Attendance Agreement for Nonexempt Personnel” form prior to employment. This form states that at the District’s option, nonexempt staff members may receive compensatory time off, rather than overtime pay, for overtime work.

Compensatory time earned by nonexempt staff members may not accrue beyond a maximum of 60 hours. If a staff member has a balance of more than 60 hours of overtime, the staff member will be required to use compensatory time, or at the District’s option, will receive overtime pay.

A staff member shall use compensatory time within the duty year in which it was earned. If a staff member has any unused compensatory time remaining at the end of the fiscal year, the staff member shall receive overtime pay.
Automatic Payroll Deposit

All staff members (including substitutes) have their payroll electronically deposited into a designated account. Contact the Business Services Department for more information about automatic payroll deposit. The Direct Deposit agreement authorizes the District to initiate credit entries, and if necessary, debit entries and adjustments for any credit entries made in error to the staff member’s checking account. The staff member will be notified of any deposit made in error to his/her account.

Payroll Deadlines

The payroll deadline for monthly staff is the tenth day of the month. For bi-weekly staff, the deadline is the first work day following the last day of the pay period. For substitute staff, the deadline is the first work day following the last day of the pay period.

The following two (2) information items should be included on all correspondence with the Payroll office:

1. Staff member’s name as it appears on his/her payroll (no nicknames)
2. Staff member’s ID number

A staff member’s payroll statement contains detailed information including deductions, withholding information, and the amount of leave accumulated. Staff members may access their payroll information, including a review of their compensation, in the Employee Access section of SKYWARD.

Payroll Delivery

The benefits of Direct Deposit include automatic posting of payroll to individual bank accounts, preventing the possibility of lost checks. Any change in direct deposits by monthly staff must be received in writing by the fifteenth of each month. Bi-weekly staff must notify the payroll department in writing ten days prior to their scheduled pay date. If the change was not received in the allotted time frame, which resulted in a deposit being sent to an invalid account, Payroll will wait until the money is sent back to Duncanville ISD’s bank before reissuing payment.

Pay Upon Separation from the District

Staff members who are paid on a monthly pay schedule and leave Duncanville ISD before completing their calendar year assignment will be paid a final check in the month following their resignation. Staff members paid on the bi-weekly pay schedule who leave during the school year will receive a final pay check on the next scheduled pay date.

Final salary payments will be electronically deposited into the staff member’s designated account.

Payroll Schedule

All professional and salaried staff are paid monthly through automatic payroll deposit. Hourly staff are paid every two weeks through automatic payroll deposit. Substitute staff members are paid monthly, on the 25th of each month, and are paid through automatic payroll deposit.
# Schedule of Pay Dates for 2016-2017

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<tr>
<th>Bi-Weekly Pay Schedule</th>
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<td><strong>Hourly Staff</strong></td>
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* Please note that this pay period includes Thanksgiving Break, if work is not performed payment will not be issued.

** Please note that this pay period includes the Christmas Break, if work is not performed payment will not be issued.

*** Please note that this pay period includes Spring Break, if work is not performed payment will not be issued.

## Payroll Deductions

**Policy CFEA**

**Required Deductions:**

- **Federal Withholding** - Figured automatically by the income tax withholding percentage method according to the marital status and number of exemptions claimed on the W-4 Form.
- **Medicare** - 1.45% of the gross salary will be deducted each pay period for any person hired after March 31, 1986.
- **Teacher Retirement** - 7.7% of total gross salary deducted each pay period. Deductions are on a pre-tax basis.
- **TRS Retirement Insurance** - .65% of total gross salary deducted each pay period.
- **FICA Alternative Plan** – Substitute Staff - Effective 8/1/04, 7.5% of total gross salary deducted each pay period on a pre-tax basis. Applicable only to those staff members who are not eligible for Teacher Retirement System (TRS) membership. The staff member will contribute into their own personal retirement savings account.
- **Social Security** – Effective 8/1/04, contributions to social security will cease. Alternatively, staff members...
who are ineligible for TRS membership will contribute into their own personal retirement savings account. This plan is called the “FICA Alternative Plan” mentioned above.

Other payroll deductions staff members may elect include deductions for the staff member’s share of premiums for health, dental, life, and vision insurance; annuities; and higher education savings plans. Staff members also may request payroll deduction for payment of membership dues to professional organizations and specific charitable organizations. Salary deductions are automatically made for unauthorized or unpaid leave.

**Overtime Compensation**

*Policy DEAB (LEGAL), DEAB (LOCAL)*

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.

Under the Fair Labor Standards Act, paraprofessionals and auxiliary staff are classified as non-exempt and eligible for overtime compensation. Overtime is legally defined as all hours physically worked in excess of 40 hours weekly and is not measured by the day or by the staff member’s work schedule. Staff members must work more than 40 hours in a week to earn overtime compensation. For the purpose of calculating overtime, the District has designated a workweek as beginning at 12:00 am Sunday and ending at 11:59 pm Saturday.

**Authorization for Overtime**

*Policy DEA*

Authorization to work beyond a staff member’s regular work schedule must be obtained in advance by the staff member’s supervisor. Non-exempt staff are not permitted to simply clock in early or clock out late without supervisory approval.

The district compensates overtime for nonexempt staff in accordance with federal wage and hour laws. Only non-exempt staff (hourly and paraprofessional staff) are entitled to overtime compensation. Nonexempt staff members are not authorized to work beyond their normal work schedule without advance approval from their supervisor.

All overtime worked must be approved by the supervisor in advance. Supervisors are responsible for preventing unauthorized overtime and for obtaining conclusive permission for the requested overtime from the Chiefs of Schools, Chief Financial Officer, or designee. Staff members who work unauthorized overtime may be subject to disciplinary action.

**Travel Expense Reimbursement**

*Policy DEE*

Before any travel expenses are incurred by a staff member, the staff member’s supervisor and Business Office must give approval. For approved travel, staff members will be reimbursed for mileage and other travel expenditures according to the current rate schedule established by the district. Staff members must submit receipts, to the extent possible, to be reimbursed for 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 staff insurance premiums is determined annually by the Board of Trustees. Staff members eligible for health insurance coverage include the following:

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

TRS retirees who are enrolled in TRS-Care (retiree health insurance program) are not eligible to participate in TRS-ActiveCare.

The insurance plan year is from September 1 through August 31. Current staff members can make changes in their
insurance coverage during open enrollment each year. Detailed descriptions of insurance coverage, staff member cost, and eligibility requirements are provided to all staff in a separate communication. Staff members should contact the Payroll/Benefits Department for more information.

**Supplemental Insurance Benefits**

*Policy CRD*

At their own expense, staff members may enroll in supplemental insurance programs for Duncanville ISD. Premiums for these programs can be paid by payroll deduction. Staff members should contact Business Services for more information.

**Cafeteria Plan Benefits (Section 125)**

Full-time staff members may be eligible to participate in the Cafeteria Plan, Flexible Spending Accounts (Medical Flex Spending and Dependent Care Reimbursement) and, under IRS regulations, must either accept or reject this benefit. This plan enables eligible staff to pay certain insurance premiums as well as out of pocket expenses on a pretax basis (i.e., health, cancer and/or dental). A third-party administrator handles staff claims made on these accounts. Staff members may use an optional Debit Card or request refunds utilizing a claim form provided on the District website under Staff eForms.

**Workers’ Compensation Insurance**

*Policy CRE*

The district, in accordance with state law, provides workers’ compensation benefits to staff members who suffer a work-related illness or are injured on the job. The district has workers’ compensation coverage through a self-funded program called Workers’ Compensation Solutions (WCS) with Edwards Claims Administration as the Third Party Administrator.

Workers Compensation Benefits help pay for medical treatment and make up for part of the income lost while recovering. Specific Workers’ Compensation Benefits are prescribed by law depending on the circumstances of each case.

All work-related accidents or injuries should be reported immediately to your immediate supervisor. Staff members 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*

Staff members who have been laid off or terminated through no fault of their own may be eligible for unemployment compensation benefits. Staff members 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. Those with questions about unemployment benefits should contact the Human Resources Department.

**Teacher Retirement**

*Policy DEG*

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.

Staff members 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 at [www.trs.state.tx.us](http://www.trs.state.tx.us).
Optional Deductions

Additional Federal Withholding - An amount decided by the staff member to be withheld in addition to the required amount each month. This amount has to be indicated on the staff member’s W-4 form.

403(b) – These amounts are deducted each check on a pre-tax basis and serve as an additional retirement savings method for the staff member. Contributions are strictly voluntary and the amount is calculated by the staff member’s agent on the basis of salary.

457 Voluntary Plan – These amounts are deducted each check on a pre-tax basis and serve as an additional retirement savings method for the staff member. The amount is calculated by the staff member’s agent on the basis of salary.

Health Insurance - These monthly deductions are based upon the type of plan requested and are available on a pre-tax basis. Premiums are set annually and finalized during August each year.

Life Insurance- Employee & Dependents – This voluntary coverage is available to eligible staff. Premiums are set annually and finalized during December each year.

Vision Insurance – This voluntary coverage is available on a pre-tax basis to eligible staff. Premiums are set annually (Sept – Aug) and finalized during August each year. Co-pays and plan maximums are on a calendar year basis.

Disability Insurance – This voluntary coverage is available to eligible staff members through a monthly deduction, in an amount determined by the plan requested. Premiums are set annually (Sept – Aug) and finalized during August each year. Co-pays and plan maximums are on a calendar year basis.

Dental Insurance – This voluntary coverage is available on a pre-tax basis to eligible staff. Premiums are set annually and finalized during December each year.

Professional Dues – These charges are deducted for twelve (12) months. Upon written request, the staff member can stop this deduction at any time. The remainder of the balance for professional dues will be deducted upon termination, unless requested otherwise.

Credit Union – Staff member must contact the business office to begin, stop, or change deductions.

Name and Address Changes

Address changes must be directed to the Business Services Help Desk. Please visit “Staff Quick Links” and follow the instructions for any changes. Changes in phone numbers and other contact information can be amended by staff members using the Employee Service Center.

Name changes can only be made in person in the Payroll office. The staff member will be asked to complete a change of name form and a new I-9. Required documents include a new social security card and driver’s license reflecting the new name.

Leaves and Absences

Policies DEC, DECA, DECB

The district offers staff members 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. Staff members who expect to be absent for an extended period of more than five days should call Human Resources for information about applicable leave benefits, payment of insurance premiums, and requirements for communicating with the district.

Use of Leave

Leave is available for the staff member’s use at the beginning of their work assignment; however, state personal and local leave is earned annually. If a staff member leaves the district before the end of the work year, the cost of any unearned leave days taken shall be deducted from the staff member’s final paycheck.

Leave must be used in half-day increments. However, if a staff member is taking intermittent family and medical leave, leave shall be recorded in one-hour increments. Earned comp time must be used before any available paid state and local leave. Unless a staff member requests a different order, available paid state and local leave will be used in the following order:
• Local Leave
• State sick leave accumulated prior to the 1995-96 school year.
• State personal leave
• Vacation or non-duty days, if applicable

Staff must follow district and department or campus procedures to report or request any leave of absence and complete the appropriate form or certification.

Medical Certification - Any staff member who is absent more than five (5) 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 staff member’s fitness to return to work.

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II 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 staff members and health care providers 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 re-productive services.

Continuation of Health Insurance - Staff members 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 staff members on paid leave and leave designated under the Family and Medical Leave Act will be paid by the district as they were prior to the leave. Otherwise, the district does not pay any portion of insurance premiums for staff members who are on unpaid leave.

Personal Leave

State law entitles all staff members to five days of paid personal leave per year. Personal leave is available for use at the beginning of the year. A day of earned 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 are very little, if any, advance planning. Nondiscretionary leave may be used in the same manner as leave sick leave.

Discretionary - Leave taken at a staff member’s discretion that can be scheduled in advance is considered discretionary leave. A staff member wishing to take discretionary personal leave must submit a written request to his or her principal or supervisor in advance in accordance with administrative regulations. The effect of the staff member’s absence on the educational program or department operations, as well as the availability of substitutes, will be considered by the principal or supervisor. NOTE: If you have used all of your Discretionary Personal Leave (Personal Business Days), as defined in Board Policy DEC (LOCAL), any additional absence coded as Discretionary Personal Leave/Personal Business Days will result in a loss of pay for that day.

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.

Discretionary leave shall not be allowed:

• The day before a school holiday.
• The day after a school holiday.
• On days scheduled for end-of-semester or end-of-year exams.
• On days scheduled for state accountability testing.
• On professional or staff development days.
• On the first day of instruction in any school year.

The use of this leave is fully defined in Board Policy DEC (LOCAL).
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 can be used only in whole or half workday increments, except when coordinated with family and medical leave taken on an intermittent or reduced-schedule basis or when coordinated with workers’ compensation benefits.

- State sick leave may be used for the following reasons only:
  - Staff member illness
  - Illness in the staff member’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 professional and paraprofessional staff shall earn five workdays of paid local leave per school year at the same rate as state personal leave. Local leave may also be used for first-year care following the birth or adoption of a staff member’s son or daughter, or placement of a child with the staff member for foster care. Full-time auxiliary staff who works a minimum of 35 hours per week shall earn five workdays of local sick leave per school year. Allocation of local sick leave for auxiliary staff shall begin at the time of employment. Part-time staff shall not earn local sick leave. For staff members hired on or after July 1, 2009, local leave shall accumulate to a maximum of 35 workdays and shall be taken with no loss of pay. For staff members hired prior to July 1, 2009, local leave shall accumulate without limit and shall be taken with no loss of pay. Local leave shall be used according to the terms and conditions of state sick leave accumulated before the 1995–96 school year. [See DEC (LEGAL)]

Family and Medical Leave Act (FMLA) - General Provisions

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

Basic Leave Entitlement - The FMLA requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to eligible staff for the following reasons:

- For incapacity due to pregnancy, prenatal medical care or child birth;
- To care for the staff member’s child after birth, or placement for adoption or foster care;
- To care for the staff member’s spouse, son or daughter, or parent, who has a serious health condition
- For a serious health condition that makes the staff member unable to perform his/her job.

Military Family Leave Entitlements – An eligible employee whose spouse, son, daughter or parent is on covered active duty or called to active duty status may use his or her 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

The FMLA also includes a special leave entitlement that permits eligible staff members to take up to 26 weeks of leave to care for a covered service member during a single 12-month period. A covered servicemember is (1) a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness*; or (2) a veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date the eligible employee takes FMLA leave to care for the covered veteran, and who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness.*

*The FMLA definitions of “serious injury or illness” for current servicemembers and veterans are distinct from the FMLA definition of “serious health condition”.

Benefits and Protections - During FML, the employer must maintain the staff member’s health coverage under any “group health plan” on the same terms as if the staff member had continued to work. Upon return from FML, most staff members must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms. Use of FML cannot result in the loss of any employment benefit that accrued prior to the start of a staff member’s leave.
Eligibility Requirements — Staff members are eligible if they have worked for a covered employer for at least 1 year, for 1,250 hours over the previous 12 months*, and if at least 50 staff members are employed by the employer within 75 miles. *Special hours of service eligibility requirements apply to airline flight crew employees.

Definition of Serious Health Condition - A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the staff member from performing the functions of his/her job, or prevents the qualified family member from participating in school or other daily activities. Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

Use of Leave - A staff member does not need to use this leave entitlement in one block. Leave can be taken intermittently or on a reduced leave schedule when medically necessary. Staff members must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the employer’s operations. Leave due to qualifying exigencies may also be taken on an intermittent basis.

Substitution of Paid Leave for Unpaid Leave — Staff members may choose or employers may require use of accrued paid leave while taking FML. In order to use paid leave for FML, staff members must comply with the district’s normal paid leave policies.

Staff Member Responsibilities — Staff members must provide 30 days advance notice of the need to take FML when the need is foreseeable. When 30 days’ notice is not possible, the staff member must provide notice as soon as practicable and generally must comply with an employer’s normal call-in procedures.

Staff members must provide sufficient information for the employer to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Sufficient information may include that the staff member is unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care provider, or circumstances supporting the need for military family leave. Staff members also must inform the employer if the requested leave is for a reason for which FML was previously taken or certified. Staff members also may be required to provide a certification and periodic recertification supporting the need for leave.

Employer Responsibilities - Covered employers must inform staff members requesting leave if they are eligible under the FMLA. If they are eligible, the notice must specify any additional information required as well as the staff member’s rights and responsibilities. If they are not eligible, the employer must provide a reason for the ineligibility.

Covered employers must inform staff if leave will be designated as FML and the amount of leave counted against the staff member’s leave entitlement. If the employer determines that the leave is not FML, the employer must notify the staff member.

Unlawful Acts by Employers - The FMLA makes it unlawful for any employer to: interfere with, restrain, or deny the exercise of any right protected under the FMLA; discharge or discriminate against any person for opposing any practice made unlawful by the FMLA or for involvement in any proceeding under or relating to the FMLA.

Enforcement — A staff member may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer.

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

FMLA section 109 (29 U.S.C. § 2619) requires FMLA covered employers to post the text of this notice. Regulations 29C.F.R. § 825.300 (a) may require additional disclosures.

For additional information:
www.wagehour.dol.gov

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Local Family and Medical Leave Provisions

Eligible staff can take up to 12 weeks of unpaid leave in the 12-month period from July 1 - June 30.

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 staff member that accumulated leave will run concurrently.

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

Intermittent Leave - When medically necessary or in the case of a qualifying exigency, a staff member 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 staff member.

District Contact — Staff members who require FMLA or have questions should contact Human Resources for details on eligibility, requirements, and limitations.

Temporary Disability Leave

Any full-time staff member 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.

Staff members must request approval for temporary disability leave. A staff member’s notification of need for extended absence due to his/her 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 staff member’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 a staff member is placed on temporary disability leave involuntarily, he or she has the right to request a hearing before the Board of Trustees. The staff member may protest the action and present additional evidence of fitness to work.

When a staff member is ready to return to work, the Superintendent or designee 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 staff member is able to resume regular duties. Certified staff 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 staff member 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 staff member will be reinstated to a position at the original campus at the beginning of the following school year.

Workers’ Compensation Benefits

A staff member 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.

In case of EMERGENCY, obtain medical treatment immediately!

Supervisor or designee should provide First Report of Employee Injury immediately without injured staff member’s signature for serious accidents. As with any on the job injury, fax reports as soon as possible to ext 2020, Attn: Risk Management.

Any staff member who is injured in the course of employment must notify his/her supervisor immediately, regardless of how minor the injury may appear to be at the time. Non-medical injury reports can be submitted to Risk Management by interoffice mail.
If non-emergency medical attention is required:

- Report Injury to Campus Principal or Department Director/Supervisor.
- Complete an Employee Injury Report Form; all questions must be answered and form signed by both staff member and supervisor. Fax to Risk Management immediately at 972-708-2020.
- If staff member will be seeking non-emergency medical attention, complete the Medical Authorization form and Release of Medical Information.
- Once the staff member returns from medical treatment, fax Work Status Report to Risk Management.
- It is the responsibility of the staff member, if taken off work (for any length of time), to notify their Supervisor and Risk Management (ext. 2000 or 2018). It is the responsibility of the staff member to contact their Supervisor every 30 days thereafter, until released by the treating physician to return to work.

**A message left on voicemail will NOT be considered acceptable as confirmed contact.**

Any Department Director who makes the determination that the staff member cannot be accommodated with his/her restrictions is required to contact Risk Management, at ext. 2000 or 2018.

**Assault Leave**

Assault leave provides extended job income and benefits protection to a staff member who is injured as the result of a physical assault suffered during the performance of his/her job. 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.

A staff member 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 a staff member, the district will immediately assign him/her 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 staff member’s accrued paid leave. The staff member’s pay will be deducted if accrued paid leave is not available.

**Sick Leave Bank**

The District has established a Sick Leave Bank that full-time staff may join through contribution of local leave. Regulations that have been established and approved by Board Policy DEC (LOCAL) regarding the Sick Leave Bank are:

1. Membership in the Sick Leave Bank, including the number of days a staff member must donate to become a member;
2. Procedures to request leave from the Sick Leave Bank;
3. The maximum number of days per school year a member employee may receive from the Sick Leave Bank;
4. The committee or administrator authorized to consider requests for leave from the Sick Leave Bank and criteria for granting requests; and
5. Other procedures deemed necessary for the operation of the Sick Leave Bank.

**Bereavement Leave**

Use of state leave or local sick leave for death in the immediate family shall not exceed five workdays per occurrence, subject to approval by the District and availability of accumulated leave. Use of other leave for bereavement purposes shall be subject to approval by the Superintendent or designee and availability of accumulated leave.

**Jury Duty**

The District may not discharge, discipline, reduce the salary of, or otherwise penalize or discriminate against a staff member because of his/her compliance with a summons to appear as a juror. For each regularly scheduled workday on which a non-salaried staff member serves in any phase of jury service, the District shall pay the staff member his/her normal daily compensation. A staff member’s accumulated personal leave may not be reduced because of his/her service in compliance with a summons to appear as a juror. *Education Code 22.006*
Other Court Appearances
Staff members 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. Staff members may be required to submit documentation of their need for leave for court appearances.

Military Leave
Paid Leave for Military Service - Any staff member who is a member of the Texas National Guard, Texas State Guard, reserve component of the United States Armed Forces, or a member of a state or federally authorized Urban Search and Rescue Team is entitled to paid leave for authorized training or duty orders. Paid military leave is limited to 15 days each fiscal year. In addition, a staff member is entitled to use available state and local personal or sick leave during a time of active military service.

Reemployment after Military Leave – Staff members 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 or any state (National or State Guard) may return to employment if they are honorably discharged. Staff members who wish to return to the district will be reemployed provided they can be qualified to perform the required duties. To be eligible for reemployment, staff members must provide notice of their obligation or intent to perform military service, provide evidence of honorable discharge or release, and submit an application for reemployment within the period of time specified by law in writing to the Superintendent or designee. In most cases, the length of federal military service cannot exceed five years.

Continuation of Health Insurance – Staff members 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. Staff members should contact Business Services - Benefits for details on eligibility, requirements, and limitations.

Staff Relations and Communications

Staff Recognition and Appreciation
Continuous efforts are made throughout the year to recognize staff members who make an extra effort to contribute to the success of the district. Staff members are recognized at board meetings, in district newsletters and on the district website, and through special events and activities.

District Communications
Throughout the school year, the Duncanville ISD Communications Department publishes newsletters, brochures, fliers, calendars, news releases, and other communication materials. These publications offer staff members and the community information pertaining to school activities and achievements. These publications include Staff News and the Friday Informer. Other information can also be found on the Duncanville ISD home page, Facebook, Twitter, and YouTube.

Open Records Requests
Texas Government Code, Chapter 552, gives anyone the right to access government records, and an officer for public information or the officer’s agent may not ask the reason for the request. All government information is presumed to be available to the public; however, certain exceptions may apply to the disclosure of the information. Governmental bodies shall promptly release requested information that is not confidential by law, either constitutional, statutory, or by judicial decision, or information for which an exception to disclosure has not been sought.

To request information from Duncanville ISD, please contact the office of Communications and Public Relations as outlined below.

- Please send your request to the District Communications Department.
- Requests may be sent by email, fax, mail, or in person.
- Email requests to crittiman@duncanvilleisd.org.
- Fax requests to 972-708-2020.
- Hand deliver or mail requests to the Duncanville ISD Education Plaza at 710 S. Cedar Ridge Dr., Duncanville, TX 75137.
Procedures to Obtain Information – A request for public information should consist of a written request by mail, fax, email, or in person according to a governmental body's reasonable procedures. The requestor should include enough description and detail about the information requested to enable the governmental body to accurately identify and locate the information requested. The requestor is also expected to cooperate with the governmental body's reasonable efforts to clarify the type or amount of information requested.

Rights of Requestors - You have the right to:

- Prompt access to information that is not confidential or otherwise protected.
- Receive treatment equal to all other requestors, including accommodation in accordance with the Americans with Disabilities Act (ADA) requirements.
- Receive certain kinds of information without exceptions, like the voting record of public officials, and other information.
- Receive a written statement of estimated charges, when charges will exceed $40, in advance of work being started and opportunity to modify the request in response to the itemized statement.
- Choose whether to inspect the requested information (most often at no charge), receive copies of the information or both.
- A waiver or reduction of charges if the governmental body determines that access to the information primarily benefits the general public.
- Receive a copy of the communication from the governmental body asking the Office of the Attorney General for a ruling on whether the information can be withheld under one of the accepted exceptions, or if the communication discloses the requested information, a redacted copy.
- Lodge a written complaint about overcharges for public information with the Attorney General. Complaints of other possible violations may be filed with the county or district attorney of the county where the governmental body, other than a state agency, is located. If the complaint is against the county or district attorney, the complaint must be filed with the Office of the Attorney General.

Responsibilities of Governmental Bodies - All governmental bodies responding to information requests have the responsibility to:

- Establish reasonable procedures for inspecting or copying public information and inform requestors of these procedures.
- Treat all requestors uniformly and shall give to the requestor all reasonable comfort and facility, including accommodation in accordance with ADA requirements.
- Be informed about open records laws and educate employees on the requirements of those laws.
- Inform requestors of the estimated charges greater than $40 and any changes in the estimates above 20 percent of the original estimate, and confirm that the requestor accepts the charges, or has amended the request, in writing before finalizing the request.
- Inform the requestor if the information cannot be provided promptly and set a date and time to provide it within a reasonable time.
- Request a ruling from the Office of the Attorney General regarding any information the governmental body wishes to withhold, and send a copy of the request for ruling, or a redacted copy, to the requestor.
- Segregate public information from information that may be withheld and provide that public information promptly.
- Make a good faith attempt to inform third parties when their proprietary information is being requested from the governmental body.
- Respond in writing to all written communications from the Office of the Attorney General regarding charges for the information. Respond to the Office of the Attorney General regarding complaints about violations of the Act.

Cost of Records - The requestor must respond to any written estimate of charges within 10 days of the date the governmental body sent it or the request is considered automatically withdrawn. The requestor may ask the governmental body to determine whether providing the information primarily benefits the general public, which may result in a waiver or reduction of charges. The requestor must make a timely payment for all mutually-agreed charges; the district can demand payment of overdue balances exceeding $100.00, or obtain a security deposit, before processing additional requests.
Information that May be Withheld Due to an Exception - By the 10th business day after a governmental body receives a written request, a governmental body must:

- Request an Attorney General opinion and state which exceptions apply;
- Notify the requestor of the referral to the Attorney General; and
- Notify third parties if the request involves their proprietary information.

Failure to request an Attorney General opinion and notify the requestor within 10 business days will result in a presumption that the information is open unless there is a compelling reason to withhold it. Requestors may send a letter to the Attorney General arguing for release, and may review arguments made by the governmental body. If the arguments disclose the requested information, the requestor may obtain a redacted copy. The Attorney General must issue a decision no later than the 45th working day from the day after the attorney general received the request for a decision. The Attorney General may request an additional 10 working day extension. Governmental bodies may not ask the Attorney General to "reconsider" an opinion.

Complaints and Grievances

Policy DGBA

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

The formal process provides all staff 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, staff members 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 is reprinted in TASB Policy Online: http://pol.tasd.org/Home/Index/363

Staff Conduct and Welfare

Standards of Conduct

Policy DH

All staff members 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. Staff members are expected to observe the following standards of conduct:

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

All district staff should perform their duties in accordance with state and federal law, district policies and procedures, and ethical standards. Violation of policies, regulations, or guidelines may result in disciplinary action, including termination. Alleged incidents of certain misconduct by educators, including having a criminal record, must be reported to SBEC not later than the seventh day after the superintendent knew of the incident. See Reports to the Texas Education Agency page 19 for additional information.
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. (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 knowingly 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 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 staff members, 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 or knowingly 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 or distribution of controlled substances and/or abuse of prescription drugs and toxic inhalants.
   Standard 1.13 The educator shall not 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 proceedings
under this chapter.

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.

   **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:

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

**Dress Code for Staff Members**

*Policy DH (LOCAL)*

The dress and grooming of District staff shall be clean, neat, in a manner appropriate for their assignments, and in accordance with any additional standards established by their supervisors and the following:

- Personnel shall be expected to dress in a manner that projects a professional image for the staff member, District, and community.
- Styles of clothing for males and females shall be expected to reflect a professional and businesslike demeanor.
- Females should wear dresses or skirts that will not cause disruption or distraction.
- Males shall be expected to wear slacks, shirt, or appropriate professional attire. Ties shall be optional.
- Denim jeans shall not be worn on days when students are in regular attendance except for special emphasis days with the approval of the principal.
- Administrators and supervisors shall have the discretion to determine appropriateness of attire for all personnel in certain grades or subjects (physical education, agriculture, auto mechanics, building trades, special education), or for medical necessities.
• Support staff (custodial, food service, maintenance, and transportation staff) shall be neat, clean, and dressed appropriately, as described in their respective handbooks.
• District staff members’ hair shall be clean, neat, and worn in a manner that will not cause disruption or distraction.
• Male staff shall not wear earrings. Other than earrings, no employee shall wear any type of facial jewelry or visible body piercings.

**Discrimination, Harassment, and Retaliation**

*Policies DH, DIA*

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

Individuals who believe they have been discriminated or retaliated against or harassed are encouraged to promptly report such incidents to the campus principal, supervisor, or appropriate district official. If the campus principal, supervisor, or district official is the subject of a complaint, the complaint should be made directly to the superintendent. A complaint against the superintendent may be made directly to the board. District policy that includes definitions and procedures for reporting and investigating discrimination, harassment, and retaliation is reprinted below: Link to Policy Online: [http://pol.tasb.org/Home/Index/363](http://pol.tasb.org/Home/Index/363)

**Harassment of Students**

*Policies DF, DH, FFG, FFH*

Sexual and other harassment of students by staff members are forms of discrimination and are prohibited by law. Romantic or inappropriate social relationships between students and district staff members are prohibited. Staff members who suspect a student may have experienced prohibited harassment are obligated to report their concerns to the campus principal or other appropriate district official. All allegations of prohibited harassment of a student by a staff member or adult will be reported to the student’s parents and promptly investigated. A staff member who knows of or suspects child abuse must also report his or her knowledge or suspicion to the appropriate authorities, as required by law. See *Reporting Suspected Child Abuse* page 37, and *Bullying* page 47, for additional information.

The district’s policy that includes definitions and procedures for reporting and investigating harassment of students is reprinted below:

*See Duncanville ISD Policy On-Line specific to Solicitation of a Romantic Relationship in DF (Legal) and FFH (Local): [http://pol.tasb.org/Home/Index/363](http://pol.tasb.org/Home/Index/363)*

**Sexual Abuse and Maltreatment of Children**

The district has established a plan for addressing sexual abuse and other maltreatment of children which may be addressed at [http://www.duncanvilleisd.org/](http://www.duncanvilleisd.org/). As a staff member, 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 otherwise maltreated. Sexual abuse in the Texas Family Code is defined as any sexual conduct harmful to a child’s mental, emotional, or physical welfare as well as a failure to make a reasonable effort to prevent sexual conduct with a child. Maltreatment is defined as abuse or neglect. Anyone who suspects that a child has been or may be abused or neglected has a legal responsibility under state law for reporting the suspected abuse or neglect to law enforcement or to Child Protective Services (CPS). Staff members are required to follow the procedures described above in *Reporting Suspected Child Abuse* page 37.

**Reporting Suspected Child Abuse**

*Policies DF, DG, DH, FFG, GRA*

All staff members are required by state law to report any suspected child abuse or neglect to a law enforcement agency, Child Protective Services, or appropriate state agency (e.g., state agency operating, licensing, certifying, or registering a facility) within 48 hours of the event that led to the suspicion. Abuse is defined by SBEC and includes the following acts or omissions:

• Mental or emotional injury to a student or minor that results in an observable and material impairment in the
student’s or minor’s development, learning, or psychological functioning;

- Causing or permitting a student or minor to be in a situation in which the student or minor sustains a mental or emotional injury that results in an observable and material impairment in the student’s or minor’s development, learning, or psychological functioning;

- Physical injury that results in substantial harm to a student or minor, or the genuine threat of substantial harm from physical injury to the student or minor, including an injury that is at variance with the history or explanation given and excluding an accident or reasonable discipline; or

- Sexual conduct harmful to a student’s or minor’s mental, emotional, or physical welfare.

- Staff members are required to make a report if they have cause to believe that an adult was a victim of abuse or neglect as a child and they determine in good faith that the disclosure of the information is necessary to protect the health and safety of another child or disabled person.

Reports to Child Protective Services can be made to the Dallas County Schools Police Department, Duncanville Police Department or to the Texas Abuse Hotline (800-252-5400). State law specifies that a staff member may not delegate to or rely on another person or administrator to make the report.

Under state law, any person reporting or assisting in the investigation of reported child abuse or neglect is immune from liability unless the report is made in bad faith or with malicious intent. In addition, the district is prohibited from retaliating against a staff member who, in good faith, reports child abuse or neglect or who participates in an investigation regarding an allegation of child abuse or neglect.

A staff member’s failure to make the required report may result in prosecution as a Class A misdemeanor. In addition, a certified staff member’s failure to report may result in disciplinary procedures by SBEC for a violation of the Code of Ethics and Standard Practices for Texas Educators.

Staff members 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. Staff members 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 staff member of the requirement to report it to the appropriate state agency. In addition, staff members 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.

**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.

**Technology Resources**

*Policy CQ*

Duncanville ISD provides technology resources to its students and staff to support the District’s vision for 21st century learners. [See policy CQ] The use of DISD technology resources is a privilege, not a right, and should be treated as DISD firmly believes that the value of providing information, interaction, and research capabilities far outweighs the possibility that users may obtain material that is not consistent with the educational goals of the district.

In accordance with the Children's Internet Protection Act (CIPA), Duncanville Independent School District educates staff and students regarding appropriate online behavior to insure Internet safety and has deployed filtering technology and protection measures to restrict access to inappropriate content such as those that are illegal, harmful, or contain potentially offensive information. [See policy CQ] While every effort is made to provide the most secure and optimal learning environment, it is not possible to absolutely prevent access (accidental or otherwise) to inappropriate content. It is therefore each employee’s responsibility to follow the guidelines for appropriate and acceptable use. [See policy DH]
The technology resources are defined as the District’s network (including wireless access), servers, computer workstations, peripherals, applications, databases, online resources, Internet access, electronic mail, digitized information, telecommunication devices, and any other technology designated for use by students, including all new technologies as they become available.

**Acceptable Use of Electronic Communications Systems**

**Appropriate Use**

- You must comply with all district policies, guidelines and Federal and State law. Failure to do so can result in suspension of access or termination of privileges and may lead to disciplinary action. Staff members with questions about computer use and data management can contact the Director of Technology.
- Employees will be assigned an individual account for hardware and Internet access, and are responsible for maintaining the security of your account password. You may not share your password with others.
- The account is to be used mainly for purposes related to educational programs, school operations, and performance of job responsibilities, but some limited personal use is permitted. [See Policy CQ]
- Employees shall report any security breach or inappropriate websites not being filtered to the system administrator using the Website Block/Unblock Request, accessed through the Staff Portal. [See policy DH.]
- Teachers/Staff are responsible for proper care of district equipment [See Policy CQ] and report malfunctioning equipment in a timely manner to the Technology Help Desk. [See Policy CL]
- Teachers/Staff make reasonable effort to ensure that district equipment is not stolen from unmonitored classrooms or vehicles

**Inappropriate Use**

- Attempting to or harming equipment, materials or data.
- Using the system for any illegal purpose, including by not limited to gambling.
- Disabling or attempting to disable any Internet filtering device.
- Encrypting communications to avoid security review.
- Borrowing someone’s account without permission.
- Forgery or pretending to be someone else when sending or receiving messages.
- Attempting to send anonymous messages of any kind.
- Violation of copyright laws is prohibited.
- Intentionally introducing a virus to the computer system.
- Submitting, publishing or displaying any defamatory, cyber bullying, inaccurate, racially offensive, abusive, obscene, profane, sexually oriented, or threatening materials or messages either public or private. [See Policy DF]
- Wasting school resources through improper use of the computer system.
- Gaining unauthorized access to restricted information or resources including, not limited to, opening, viewing, using, or deleting files belonging to another system user without permission.
- Using the network for individual financial gain, political or commercial activity.
- Posting personal information or images about students or others (i.e., addresses, phone numbers, and pictures).

**Professional Internet Posting/Electronic Media**

The district reserves the right to remove, disable, and provide feedback regarding professional social media sites that do not adhere to district policy or standards of operation. If an employee’s use of electronic media 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. [See Policy DH (Exhibit)]

The following guidelines will apply for any employee who uses electronic media for professional purposes:

- Professional sites should include language identifying the sites as professional social media sites of the district or campus.
• Employees should exercise caution, sound judgment, and common sense when using professional social media sites. The employee should regularly monitor professional social media sites to protect the school community.
• When establishing professional social media sites, supervisors and employees should consider the intended audience for the site and consider the level of privacy assigned to the site, specifically, whether the site should be a private network or a public network.
• Any media inquiries received via professional social media sites should be referred to the district’s Communications Department in compliance with the district’s Media Guidelines.

**Personal Internet Posting/Electronic Media**

*Policy CQ, DH*

Electronic media includes all forms of social media, such as text messaging, instant messaging, electronic mail (email), Web logs (blogs), wikis, electronic forums (chat rooms), video-sharing Web sites (e.g., YouTube), editorial comments posted on the Internet, and social network sites (e.g., Facebook, Twitter, LinkedIn, Instagram). Electronic media also includes all forms of telecommunication such as landlines, cell phones, and Web-based applications.

As role models for the district’s students, staff members are responsible for their public conduct even when they are not acting as district staff members. Staff members will be held to the same professional standards in their public use of electronic media as they are for any other public conduct. [See Policy DH.]

If a staff member’s use of electronic media interferes with his/her ability to effectively perform his or her job duties, the staff member is subject to disciplinary action, up to and including termination of employment. [See Policy DH (Exhibit).] If a staff member wishes to use a social network site or similar media for personal purposes, he/she is responsible for the content on the his/her page, including content added by the staff member, his/her friends, or members of the public who can access the staff member’s page, and for Web links on the staff member’s page. The staff member is also responsible for maintaining privacy settings appropriate to the content.

The following guidelines will apply for any employee who uses electronic media for personal purposes:

• The employee’s use of electronic media for personal purposes should impose no tangible cost on the District; should not unduly burden the District’s technology resources; and should have no adverse effect on an employee’s job performance or on a student’s academic performance. [See Policy CQ]
• If an Internet posting makes it clear that the author works for the District, it should include a simple and visible disclaimer such as, "these are my personal views and not those of the District." When posting your point of view, you should neither claim nor imply you are speaking on the District's behalf, unless you are authorized in writing by the Superintendent or his designee, the Chief Communications Officer.
• The employee shall not use the district’s logo or other copyrighted material of the district without express, written consent.
• The employee is prohibited from knowingly communicating with students through a personal social network page; the staff member must create a separate social network page ("professional page") for the purpose of communicating with students. The staff member must enable administration and parents to access the staff member’s professional page.
• The staff member shall not use the district’s logo or other copyrighted material of the district without express, written consent.
• The staff member continues to be subject to applicable state and federal laws, local policies, administrative regulations, and the Code of Ethics and Standard Practices for Texas Educators, even when communicating regarding personal and private matters, regardless of whether the staff member is using private or public equipment, on or off campus. These restrictions include:
  o Confidentiality of student records. [See Policy FL]
  o Confidentiality of health or personnel information concerning colleagues, unless disclosure serves lawful professional purposes or is required by law. [See Policy DH (EXHIBIT)]
  o Confidentiality of district records, including educator evaluations and private e-mail addresses. [See Policy GBA]
See Use of Electronic Media with Students, below, for regulations on staff communication with students through electronic media.

**Use of Personal Electronic Devices**

The District is not responsible for any damaged, lost, or stolen electronic device. The District is not responsible for personal property used to access District computers or networks or for District-provided Internet access on personal learning devices. The District will not be responsible for unauthorized financial obligations resulting from District-provided access to the Internet.

**Use of Electronic Media with Students**

*Policy DH*

A certified or licensed staff member, or any other staff member designated in writing by the superintendent or a campus principal, may communicate through electronic media with students who are currently enrolled in the district. The staff member must comply with the provisions outlined below. All other staff are prohibited from communicating with students who are enrolled in the district through electronic media.

A staff member is not subject to these provisions to the extent the staff member has a social or family relationship with a student. For example, a staff member 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 staff member’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 pare. 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 employees 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 media** includes all forms of social media, such as text messaging, instant messaging, electronic mail (e-mail), Web logs (blogs), electronic forums (chat rooms), video-sharing Web sites (e.g., YouTube), editorial comments posted on the Internet, and social network sites (e.g., Facebook, MySpace, Twitter, LinkedIn). Electronic media also includes all forms of telecommunication such as landlines, cell phones, and Web-based applications.
- **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 a staff member that is not targeted at students (e.g., a posting on the staff member’s personal social network page or a blog) is not a communication; however, the staff member 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 staff member to communicate electronically with students. The term includes classroom teachers, counselors, principals, librarians, paraprofessionals, nurses, educational diagnosticians, licensed therapists, and athletic trainers.
A staff member who uses electronic media to communicate with students shall observe the following:

- The staff member shall limit communications to matters within the scope of the staff member’s professional responsibilities (e.g., for classroom teachers, matters relating to class work, homework, and tests; for a staff member with an extracurricular duty, matters relating to the extracurricular activity.)
- The staff member is prohibited from knowingly communicating with students through a personal social network page; the staff member must create a separate social network page (“professional page”) for the purpose of communicating with students. The staff member must enable administration and parents to access the staff member’s professional page.
- Teachers/Staff are responsible for monitoring appropriate student use and report any violations. [See Policy CQ]
- The staff member shall not communicate directly with any student between the hours of 7:00 pm and 7:00 am. A staff member may, however, make public posts to a social network site, blog, or similar application at any time. The staff member does not have a right to privacy with respect to communications with students and parents. The staff member continues to be subject to applicable state and federal laws, local policies, administrative regulations, and the Code of Ethics and Standard Practices for Texas Educators, including:
  - Compliance with the Public Information Act and the Family Educational Rights and Privacy Act (FERPA), including retention and confidentiality of student records. [See Policies CPC and FL]
  - Copyright law [See Policy CY]
  - Prohibitions against soliciting or engaging in sexual conduct or a romantic relationship with a student. [See Policy DF]
  - Upon request from administration, a staff member will provide the phone number(s), social network site(s), or other information regarding the method(s) of electronic media the staff member uses to communicate with any one or more currently-enrolled students.
  - Upon written request from a parent or student, the staff member shall discontinue communicating with the student through e-mail, text messaging, instant messaging, or any other form of one-to-one communication.

A staff member may request an exception from one or more of the limitations above by submitting a written request to his or her immediate supervisor and receiving approval.

Data Security

As part of your duties, you may have access to confidential information such as student social security numbers. Caution must be taken to insure this data is not exposed to those without an educational need to know. A data file that contains confidential information could be at risk for inadvertent release, and can damage the financial, professional or emotional futures of others, thus this information must be handled appropriately. [See Policy CQ]

- Limit data exports to only the necessary information on the required people.
- Do not leave data files in an unsecure location such as an unattended automobile.
- Access to confidential information should be given on an as needed basis. If you are able to access confidential information that you do not need, you are required to report it to the manager of that data system.
- Be very cautious in transporting data files. Data transported on flash drives or external drives can be lost easily.
- Cloud based storage systems such as Google Drive and Dropbox are also susceptible to leaks especially if users do not correctly configure sharing permissions. Therefore public web-based file sharing tools should not be used to store confidential information.
- Data files containing confidential information that are leaving the district via email or on media, must be encrypted.
- Employees must comply with the Public Information Act and the Family Educational Rights and Privacy Act (FERPA), including retention and confidentiality of student and district records.
Consequences for Inappropriate Use

Improper or unethical use may result in disciplinary actions consistent with the administrative procedures and/or the Employee Acceptable Use Agreement and district policy and if appropriate, and state and federal laws. Failure to abide by guidelines within this document and other the policies can result in suspension of access or termination of privileges and may lead to disciplinary action. Staff members with questions about computer use and data management can contact the Director of Technology. Restitution for costs associated with system restoration, hardware or software costs may also be required.

Social Media Guidelines for Staff

Duncanville ISD recognizes the importance of using social media as a communication and learning tool. The purpose of these guidelines is to assist district employees in navigating the appropriate use of social media tools. These guidelines are specific to social media but are not exclusive and are in addition to standards outlined in the Educators’ Code of Ethics. Social media includes any form of online publication where users post or engage in conversation and includes blogs and social networks. Failure to adhere to these guidelines could be cause for disciplinary action.

All staff are expected to serve as positive ambassadors for the District and appropriate role models for students. It is vital that staff maintain professionalism in their interaction with students and the community, whether in person or online.

Social Media Classroom & Extracurricular Use:
Social media networks are powerful teaching and communication tools that can add great value to classroom instruction. Teachers may use social media tools where appropriate in addressing an educational goal of the classroom.

Social media is also used by coaches, advisors, sponsors, etc. to communicate and interact with parents and students.

Social media may be used for classroom and extracurricular use under these guidelines:

- Inform your supervisor (or designee) when creating social networks for classroom use and make sure parents are aware of the use and educational purpose.
- Use district contact information for creating and maintaining accounts.
- Abide by the user guidelines as set by the respective social media site.
- Be proactive by stating clearly that the account you create is the official account of the program or class.
- Treat the social media account and interactions like a classroom. Monitor closely the interactions between student and deal with inappropriate use immediately.
- FERPA clearance must be checked for any student photo or video posting.
- Consult with the district communications department if further guidance is needed.

Social Media Etiquette…Remember:
1. You are Always a Duncanville ISD Employee
   a. Internal school discussions or specific information about students or other staff is confidential.
   b. Keep the line between personal and professional clear…use your professional social media account for professional use and your personal account for personal use.

2. Be Professional
   a. Represent the values of respect, responsibility, integrity, honesty and teamwork.
   b. If you make a mistake, admit it and correct it quickly. Clearly state if you have corrected a previous post.
   c. Be cautious about posting video. Video often tells more than you might realize. The video you post will be viewed by the world.

3. Respect Others and Ensure the Safety of Students
   a. You are responsible for what you post, so be certain it is accurate and supports your classroom or program. If you are about to post something that makes you hesitate, wait a day and talk to your supervisor. Once you post, you cannot take it back.
   b. Do not post pictures of students without checking FERPA.
c. As an employee who engages students in social media, you have the responsibility for monitoring the content and addressing appropriate behavior or activity, including the protection and safety of students.

4. Manage Staff/Student Relationships Carefully
   a. Employees are prohibited from establishing personal relationships with students that are unprofessional and thereby inappropriate. Do not fraternize with students as though they are your peers or friends.

5. Help Build Our Duncanville ISD Community
   a. A district’s most valuable asset is its staff and what you publish reflects on the district, school, and program.
   b. Posts should be well written with proper grammar, capitalization, and punctuation.
   c. Post regularly. Readers will not have a reason to follow you on social media if they cannot expect new content regularly. Answer questions, thank people, and post accolades—even if it’s just a few words. Make it a two-way conversation.
   d. Follow or Like other district social media accounts.

Criminal History Background Checks

Policy DBAA
Staff members may be subject to a review of their criminal history record information at any time during employment. National criminal history checks based on an individual’s fingerprints, photo, and other identification will be conducted on certain staff members and entered into the Texas Department of Public Safety (DPS) Clearinghouse. This database provides the district and SBEC with access to a staff member’s current national criminal history and updates to the staff member’s subsequent criminal history.

Staff Member Arrests and Convictions

Policy DH
A staff member must notify his or her principal or immediate supervisor of 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 of school property or at a school-sponsored activity
- Crimes involving moral turpitude, which include:
  - 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 (DUI)
  - Acts constituting abuse or neglect under the Texas Family Code

Alcohol and Drug-Abuse Prevention

Policies DH (LOCAL), DI (LOCAL), DI (EXHIBIT)
Duncanville 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. Staff members 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.
Tobacco Products and E-Cigarette Use
Policy DH, FNCA, GKA

State law prohibits smoking, or using tobacco products, or e-cigarettes on all district-owned property and at school-related or school-sanctioned activities, on or off campus 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 are prohibited by law and punishable by a fine are displayed in prominent places in all school buildings.

Fraud and Financial Impropriety

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

Staff members 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 with the best interests of the district. This includes:

• 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

Staff members may not accept gifts or favors that could influence, or be construed to influence, the staff member’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 textbook, 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
Staff members are expected to comply with the provisions of federal copyright law relating to the unauthorized use, reproduction, distribution, performance, or display of copyrighted materials (i.e., printed material, videos, computer data and programs, etc.). Electronic media, including motion pictures and other audiovisual works, are to be used in the classroom for instructional purposes only. Duplication or backup of computer programs and data must be made within the provisions of the purchase agreement.

Associations and Political Activities
Policy DGA
The district will not directly or indirectly discourage staff members from participating in political affairs or require any staff member to join any group, club, committee, organization, or association. Staff members 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 staff 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.

Charitable Contributions
Policy DG
The Board or any staff member may not directly or indirectly require or coerce a staff member to make a contribution to a charitable organization or in response to a fund-raiser. Staff members cannot be required to attend a meeting called for the purpose of soliciting charitable contributions. In addition, the Board or any staff member may not directly or indirectly require or coerce a staff member to refrain from making a contribution to a charitable organization or in response to a fund raiser or attending a meeting called for the purpose of soliciting charitable contributions.

Safety
Policy CK series
The district has developed and promotes a comprehensive program to ensure the safety of its staff, students, and visitors. The safety program includes guidelines and procedures for responding to emergencies and activities to help reduce the frequency of accidents and injuries. To prevent or minimize injuries to staff members, coworkers, and students and to protect and conserve district equipment, staff members 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

Possession of Firearms and Weapons
Policies FNCG, GKA
Staff members, 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. To ensure the safety of all persons, staff members who observe or suspect a violation of the district’s weapons policy should report it to their supervisor and call District Security office 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. Staff members who observe an unauthorized individual on the district premises should immediately direct him or her to the building office or contact the administrator in charge.
**Asbestos Management Plan**

*Policy CKA*

The district is committed to providing a safe environment for staff. 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 Maintenance Office and is available for inspection during normal business hours.

**Pest Control Treatment**

*Policies CLB, DI*

Staff members are prohibited from applying any pesticide or herbicide without appropriate training and prior approval of the integrated pest management (IPM) coordinator. Any application of pesticide or herbicide must be done in a manner prescribed by law and the district’s integrated pest management program.

Notices of planned pest control treatment will be posted in a district building 48 hours before the treatment begins. Notices are generally located on each campus. In addition, individual staff members may request in writing to be notified of pesticide applications. A staff member who requests individualized notice will be notified by telephone, written or electric means. Pest control information sheets are available from campus principals or facility managers upon request.

**General Procedures**

**Bad Weather Closing**

District procedures for communicating information about school schedules, school closures, or delayed start of school due to bad weather. If there is a decision to delay or cancel school, that decision will be made as early as possible on the day of bad weather.

Information about school closures is announced through the following media outlets:

- District website
- District mobile app, Dville2Go
- District Twitter page
- District Facebook page
- TV stations- Channels 4, 5, 8, and 11
- Radio stations- Dcuncanville Radio 1250 AM, WBAP 820 AM, KRLD 1080 AM, KLIF 570 AM, KVIL 103.7 FM, KLYT 94.9 FM, KLVU 98.7 FM, and Total Traffic Network

When bad weather moves in during the day, the district closely monitors weather reports and road conditions. Please keep in mind that weather conditions can vary greatly within an area/region. Any decision to release students early due to inclement weather will be made with primary consideration for getting all students home safely.

**Emergencies**

*Policies CKC, CKD*

All staff members should be familiar with the safety procedures for responding to a medical emergency and the evacuation diagrams posted in their work areas. Emergency drills will be conducted to familiarize staff and students with safety and evacuation procedures. Each campus is equipped with an automatic external defibrillator. Fire extinguishers are located throughout all district buildings. Staff members 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 purchasing 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 staff members or assume responsibility for purchases made without authorization. Staff members are not permitted to purchase supplies or equipment for personal use through the district’s business office. Contact Purchasing for additional information on purchasing procedures.
Name and Address Changes
It is important that employment records be kept up to date. Staff members must notify the Human Resources office if there are any changes or corrections to their name, home address, contact telephone number, marital status, emergency contact, or beneficiary. The form necessary to process a change in personal information can be obtained from Duncanville ISD e-forms or Human Resources.

Personnel Records
Policy DBA, GBA
Most district records, including personnel records, are public information and must be released upon request. Staff members 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
- Personal e-mail address

The choice to disallow public access to this information may be made at hiring, termination, or any other time by submitting a written request to Human Resources. Otherwise, personal information may be released to the public.

Building Use
Policies DGA, GKD
Staff members who wish to use district facilities after school hours must follow established procedures. The district Maintenance and Operations Dept. is responsible for scheduling the use of facilities after school hours, and should be contacted to request the use of school facilities and to obtain information on the fees charged.

Student Issues

Equal Educational Opportunities
Policies FB, FFH
Duncanville ISD does not discriminate on the basis of race, color, religion, national origin, gender, or disability in providing education services, activities, and programs, including vocational 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 Kathleen Brown, district Title IX coordinator. Questions or concerns about discrimination on the basis of a disability should be directed to Mackenzie Casall, the district ADA/Section 504 coordinator. 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. Staff members should take precautions to maintain the confidentiality of all student records. The following are the only persons 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 (if 18 or older or emancipated by a court)
- School officials with legitimate educational interests

The student handbook provides parents and students with detailed information on student records. Parents or students who want to review student records should be directed to the campus principal for assistance.
**Parent and Student Complaints**

*Policy FNG*

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

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

**Administering Medication to Students**

*Policy FFAC*

Only designated staff members can administer prescription medication, nonprescription medication, and herbal or dietary supplements to students. A student who must take 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 staff 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 staff member has contact as part of his or her school district duties. In addition, staff members 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 staff 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 / 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 staff members who have concerns about a particular student’s conduct should contact the classroom teacher or campus principal.

**Student Attendance**

*Policy FEB*

Teachers and staff should be familiar with the district’s policies and procedures for attendance accounting. These procedures require minor students to have parental consent before they are allowed to leave campus. When absent from school, the student upon returning to school, must bring a note signed by the parent that describes the reason for the absence. These requirements are addressed in campus training and in the student handbook. Contact the campus principal for additional information.
**Student Accidents Occurring on School Property**

Under state law, school districts are not liable for accidents which occur in schools or on District property; therefore, the Duncanville ISD is not responsible for medical payments or bills. Parents/students are highly encouraged to sign up for the affordable Student Accident Insurance provided through Bene-Marc, Inc. and underwritten by The Hartford Insurance Company. Enrollment brochures can be obtained from the school office. Coverage becomes effective when completed forms and payment are received by the insurance company.

**Bullying**

*Policy FFI*

All staff members are required to report student complaints of bullying to the campus principal. The district’s policy includes definitions and procedures for reporting and investigating bullying of students is available online at [http://pol.tasb.org/Home/Index/363](http://pol.tasb.org/Home/Index/363)

**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 staff member who observes a student engaged in any form of hazing, who has reason to know or suspect that a student intends to engage in hazing, or has engaged in hazing must report that fact or suspicion to the designated campus administrator.
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Staff Handbook Receipt 2016 - 2017

Name (printed) ____________________________________________

Campus / Department ______________________________________

I hereby acknowledge receipt of a copy of the 2016 – 2017 Duncanville ISD Staff Handbook. I agree to read the handbook and abide by the standards, policies, and procedures defined or referenced in this document.

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

Please indicate your choice by checking the appropriate box below:

I choose to receive the Staff Handbook in electronic format, and accept responsibility for accessing it according to the instructions provided.

I have chosen to receive a hard copy of the Staff Handbook, and have printed one for my personal use.

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 book. 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 Department if I have questions or concerns or need further explanation.

______________________________________________________________
Signature of Staff Member Date

Please sign and date this receipt and forward it to your campus principal or your immediate supervisor.

Principals/Supervisors/ Directors: Please forward your final alphabetized collections of this handbook receipt to the Human Resources Department.