



*Lago Vista*

**Independent School District**

**Employee  
Handbook**

**2016-2017**

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# Introduction

The purpose of this handbook is to provide information for employees of Lago Vista ISD that will help with questions and pave the way for a successful year. This document is not inclusive of all District policies and is provided to summarize those that are included. Suggestions for additions and improvements to this handbook are welcome and may be submitted to Dr. Suzy Lofton at [suzy\\_lofton@lagovista.txed.net](mailto:suzy_lofton@lagovista.txed.net).

Please note that this handbook is neither a contract nor a substitute for official district policy. Also, it is not intended to alter the at-will status of noncontract employees in any way. Rather, it is a guide to and a brief explanation of District policies and procedures related to employment. As District policies and procedures may change at any time, official policies shall supersede any handbook provisions that are not compatible with changes or adopted language.

For more information, employees should refer to the policy codes that are associated with handbook topics, confer with their supervisor, or call the appropriate District department.

District policies can be accessed on line at <http://www.tasb.org/policy/pol/private/227912>.

# DISTRICT INFORMATION

Lago Vista ISD is located in Travis County on the north shore of Lake Travis. LVISD is a 3A school district with approximately 1,440 students. Lago Vista Elementary is located on Dawn Drive and both Lago Vista Intermediate School and Lago Vista Middle School are located on FM 1431. Lago Vista High School is located on Lohman Ford Road. The LVISD Administration Building is adjacent to the middle school at the corner of Bar-K Ranch Road and FM 1431. The District encompasses 35 square miles and serves students who reside in Lago Vista, Point Venture, and South Jonestown Hills.

## District Mission

Lago Vista ISD will equip students for the rigors of the 21<sup>st</sup> century by preparing them for a global-based digital economy. Lago Vista ISD will be recognized as a leader in educational innovation through technology, facilities, curriculum, volunteerism, and instruction.

## District Vision

Lago Vista Independent School District will continue to establish a tradition of excellence by providing engaging curriculum and instruction that encourages collaboration, communication, and critical thinking, by leading educational innovation in technology and facilities, and by fostering community partnerships that create a community of learners dedicated to promoting high expectations and achievement for all students.

## District Commitments

- We will maximize student achievement by providing educational programs that engage all students, by developing an extensive curriculum that emphasizes collaboration, critical thinking, and creativity, and by using high quality instructional strategies.
- We will provide a safe, nurturing educational environment that reflects a commitment to leadership, digital citizenship, service, integrity, character, and high expectations for all students.
- We will prepare graduates for success in post-secondary pathways by developing programs and activities that promote college readiness and that support pursuits in career and technology fields.
- We will attract, develop, and maintain high quality professionals by offering competitive pay and benefits, and by working collaboratively to determine, meet, and facilitate their specific professional needs.
- We will welcome, inform, and nurture partnerships with our families and community partners to ensure active involvement in promoting high expectations, strong values, and the academic achievement and success of all students.
- We will develop an efficient, transparent, and collaborative approach to planning & decision-making that communicates the priorities, processes, initiatives, and challenges of the District to all stakeholders.

## **Board of Trustees**

*Policies BA, BB, BD, 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 law and regulations.

The members of the board of trustees are elected by the citizens of the District to represent the community's commitment to a strong educational program for the District's children. Election of board members is by position or place in accordance with Texas law. Trustees shall be elected by position or place for three-year terms with elections held annually in November. Trustees serve without compensation, must be registered voters, and must reside in the District.

Current board members include:

- Stacy Eleuterius, President
- Laura Vincent, Vice President
- Sharon Abbott, Secretary
- Scott Berentsen
- Jerrell Roque
- Tom Rugel
- David Scott

The board usually meets the third Monday of the month at 6:00pm in the boardroom of Viking Hall. In the event that large attendance is anticipated, the board may meet in the cafeteria at Viking Hall. Special meetings may be called when necessary. A written notice of regular and special meetings will be posted on the District website at least 72 hours before the scheduled meeting time. The written notice will show the date, time, place, and subjects of each meeting. In emergencies, a meeting may be held with a two-hour notice.

All meetings are open to the public. In certain circumstances, Texas law permits the board to go into a closed session from which the public and others are excluded. Closed session may occur for such things as discussing prospective gifts or donations, real-property acquisition, certain personnel matters including employee complaints, security matters, student discipline, or consulting with attorneys regarding pending litigation.

Upcoming agendas are posted on the District website at <http://www.lagovistaisd.net/default.aspx?name=board.agendas>.



## **Administration**   ★ Update!

### ***Superintendent***

Darren Webb  
darren\_webb@lagovista.txed.net

### ***Deputy Superintendent***

Dr. Suzy Lofton  
suzy\_lofton@lagovista.txed.net

### ***Chief Financial Officer***

Melissa Lafferty  
melissa\_lafferty@lagovista.txed.net

### ***Director of Facilities (Aramark)***

Kevin Lovell  
kevin\_lovell@lagovista.txed.net

### ***Director of Food Service (Aramark)***

Ali Wilmes  
ali\_wilmes@lagovista.txed.net

### ***Director of Instructional Technology***

Randy Mathisen  
randy\_mathisen@lagovista.txed.net

### ***Director of Maintenance***

Mark Beall  
mark\_beall@lagovista.txed.net

### ***Director of Special Education***

Krystal Colhoff  
krystal\_colhoff@lagovista.txed.net

### ***Director of Technology***

Paul Hunt  
paul\_hunt@lagovista.txed.net

### ***Director of Transportation (Goldstar Transit)***

Jay Powell  
jay\_powell@lagovista.txed.net

### ***Athletic Director***

Craten Phillips  
craten\_phillips@lagovista.txed.net

### ***Payroll/PEIMS Coordinator***

Joy Smith  
joy\_smith@lagovista.txed.net

### ***Assistant to the Superintendent/ Communications Coordinator***

Holly Jackson  
holly\_jackson@lagovista.txed.net

### ***Elementary Principal***

Michelle Jackson  
michelle\_jackson@lagovista.txed.net

### ***Elementary Assistant Principal***

Eric Holt  
eric\_holt@lagovista.txed.net

### ***Intermediate School Principal***

Stacie Davis  
stacie\_davis@lagovista.txed.net

**Middle School Principal**

Paul Thailing  
[paul\\_thailing@lagovista.txed.net](mailto:paul_thailing@lagovista.txed.net)

**Middle School Assistant Principal**

Jayne Spexarth  
[jayne\\_spexarth@lagovista.txed.net](mailto:jayne_spexarth@lagovista.txed.net)

**High School Principal**

Heather Stoner  
[heather\\_stoner@lagovista.txed.net](mailto:heather_stoner@lagovista.txed.net)

**High School Assistant Principal**

Justin Walker  
[justin\\_walker@lagovista.txed.net](mailto:justin_walker@lagovista.txed.net)

**School Calendar**

The Lago Vista ISD calendar is distributed to employees and the public annually. Holidays may vary from year to year. The calendar includes days for instructional preparation. Refer to the approved District calendar for school holidays. The school calendar is posted on the District website at [www.lagovistaisd.net](http://www.lagovistaisd.net).

**Helpful Contacts**

From time to time, employees have questions or concerns. If those questions or concerns cannot be answered by supervisors or at the campus or department level, the employee is encouraged to contact the appropriate department as listed below.

Athletics .....	Craten Phillips	Food Service or Catering .....	Ali Wilmes
Bus Transportation .....	Jay Powell	Insurance/Leave .....	Joy Smith
District Vehicles .....	Jason Stoner	Maintenance .....	Mark Beall
District Website .....	Holly Jackson	Payroll .....	Joy Smith
Eduphoria .....	Holly Jackson or Suzy Lofton	Purchasing .....	Jason Stoner
Facilities .....	Kevin Lovell	Testing .....	Stacie Davis
Federal Programs .....	Suzy Lofton	Technology .....	Paul Hunt

**EMPLOYMENT**

**Equal Employment Opportunity**    ★ Update!

*Policies DAA, DIA*

The Lago Vista ISD does not discriminate against any employee or applicant for employment because of race, color, religion, sex (including pregnancy), national origin, age, disability, military status, genetic information, or on any other basis prohibited by law. Employment decisions will be made on the basis of each applicant’s job qualifications, experience, and abilities.

Employees with questions or concerns relating to discrimination on any of the basis listed above should contact the Superintendent.

## Job Vacancy Announcements

### *Policy DC*

Announcements of job vacancies by position and location are distributed on a regular basis and posted on the District's website.

## Employment After Retirement ★ Update!

### *Policy DC*

Individuals receiving retirement benefits from the Teacher Retirement System (TRS) may be employed under certain circumstances on a full- or part-time basis without affecting their benefits, according to TRS rules and state law. Detailed information about employment after retirement is available in the TRS publication *Employment After Retirement*. Employees can contact TRS for additional information by calling 800-223-8778 or 512-542-6400. Information is also available on the TRS Web Site (<http://www.trs.texas.gov>).

## Contract and Noncontract Employment

### *Policies DC, DCA, DCB, DCC, DCD, DCE*

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

**Probationary Contracts.** Nurses and full-time professional employees new to the District and employed in positions requiring SBEC certification must receive a probationary contract during their first year of employment. Former employees who are hired after at least a two-year lapse in district employment also may be employed by probationary contract. Probationary contracts are one-year contracts. The probationary period for those who have been employed as a teacher in public education for at least five of the eight years preceding employment with the District may not exceed one school year. For those with less experience, the probationary period will be three school years (i.e., three one-year contracts) with an optional fourth school year if the board determines it is doubtful whether a term or continuing contract should be given.

**Term Contracts.** Full-time professionals employed in positions requiring certification and nurses will be employed by term contracts after they have successfully completed the probationary period. Campus principals and central office administrators are employed under two-year term contracts. The terms and conditions of employment are detailed in the contract and employment policies. All employees will receive a copy of their contract and employment policies. Employment policies may be accessed through District's website.

**Noncertified Professional and Administrative Employees.** A limited number of employees in professional and administrative positions that do not require SBEC certification (such as non-instructional administrators) are employed by a one-year contract that is not subject to the provisions for nonrenewal or termination under the Texas Education Code. Some of our employees in professional and administrative positions that do not require SBEC certification are not employed by contract. Employment is not for any specified term and may be terminated at any time by either the employee or the District.

**Paraprofessional and Auxiliary Employees.** All paraprofessional and auxiliary employees, regardless of certification, are employed at will and not by contract. Employment is not for any specified term and may be terminated at any time by either the employee or the District.

## **Certification and Licenses**

*Policies DBA, DF*

Professional employees whose positions require SBEC certification or professional license are responsible for taking actions to ensure their credentials do not lapse. Employees must submit documentation that they have passed the required certification exam and/or obtained or renewed their credentials to Joy Smith in a timely manner.

A certified employee'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 renew or extend a temporary certificate, emergency certificate, probationary certificate, or permit. A contract may also be voided if SBEC suspends or revokes certification because of an individual's failure to comply with criminal history background checks. Contact Dr. Suzy Lofton if you have any questions regarding certification or licensure requirements.

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

*Policy CQ, DHE*

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

The District may search the employee, the employee's personal items, work areas, lockers, and private vehicles parked on District premises or worksites or used in District business. Searches that reveal a violation of the District's standards of conduct may result in disciplinary action.

**Employees Required to Have a Commercial Driver's License.** Any employee 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 employees who primarily perform duties other than driving are subject to testing requirements when their duties include driving.

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

All employees who are required to have a CDL or who are otherwise subject to alcohol and drug testing will receive a copy of the District's policy, the testing requirements, and detailed information on alcohol and drug abuse and the availability of assistance programs. Employees with questions or concerns relating to alcohol and drug policies and related educational material should contact Darren Webb.

## **Health Safety Training**

*Policies DBA, DMA*

Certain employees who are involved in physical activities for students must maintain and submit to the District proof of current certification or training in first aid, cardiopulmonary-nary resuscitation (CPR), the use of an automated external defibrillator (AED), concussion and extracurricular athletic activity safety. The American Red Cross, the American Heart Association, University Interscholastic League, or another organization that provides equivalent training and certification must issue certification or documentation of training. Employees subject to this requirement must submit their certification or documentation to Regina Carmichael.

## **Reassignments and Transfers** ★ Update!

*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.

The principal's criteria for approval of campus assignments and reassignments shall be consistent with District policy regarding equal opportunity employment, and with staffing patterns approved in the District and campus plans. In exercising authority to approve assignments and reassignments, principals shall work cooperatively with the central office staff to ensure the efficient operation of the District as a whole. The Superintendent or designee has final placement authority for a teacher transferred because of enrollment shifts or program changes.

Extracurricular or supplemental duty assignments may be reassigned at any time unless an extracurricular or supplemental duty assignment is part of a dual-assignment contract. Employees who object to a reassignment may follow the district process for employee complaints as outlined in this handbook and District policy DGBA (LOCAL).

Either party may discontinue non-contractual supplemental duties for which supplemental pay is received at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.

An employee with the required qualifications for a position may request a transfer to another campus or department. A written request for transfer must be completed and signed by the employee and the employee's supervisor. A teacher requesting a transfer to another campus before the school year begins must submit his or her request by May 1. 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 Superintendent's office and must be approved by the receiving supervisor.

## **Workload and Work Schedules** ★ Update!

*Policies DEA, DEAB, DK, DL*

**Professional Employees.** Professional employees and academic administrators are exempt from overtime pay and are employed on a 10-, 11-, or 12-month basis, according to the work schedules set by the District. A school calendar is adopted each year designating the work schedule for teachers and

all school holidays. Notice of work schedules for 11- and 12-month employees, including required days of service, is found below.

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. 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.

**11- and 12-Month Employee Work Schedules.** Employees who work on an 11- and/or 12-month basis should reference the adopted school calendar to check for holidays, non-work days, etc. The work schedules for the 2016-2017 year are as follows:

**207 Days**

First Day: *July 25, 2016*

Last Day: *June 9, 2017*

OR

First Day: *August 1, 2016*

Last Day: *June 16, 2017*

**216 Days**

First Day: *July 25, 2016*

Last Day: *June 22, 2017*

OR

First Day: *August 1, 2016*

Last Day: *June 29, 2017*

**217 Days**

First Day: *July 25, 2016*

Last Day: *June 23, 2017*

OR

First Day: *August 1, 2016*

Last Day: *June 30, 2017*

**220 Days**

First Day: *July 18, 2016*

Last Day: *June 21, 2017*

OR

First Day: *July 25, 2016*

Last Day: *June 28, 2016*

**226 Days**

First Day: *July 12, 2016*

Last Day: *June 23, 2017*

OR

First Day: *July 19, 2016*

Last Day: *June 30, 2017*

The preliminary work schedules for the 2017-2018 year are as follows:

**207 Days**

First Day: *July 24, 2017*

Last Day: *June 8, 2018*

**216 Days**

First Day: *July 24, 2017*

Last Day: *June 21, 2018*

**217 Days**

First Day: *July 24, 2017*

Last Day: *June 22, 2018*

**220 Days**

First Day: *July 17, 2017*

Last Day: *June 20, 2018*

**226 Days**

First Day: *July 11, 2017*

Last Day: *June 22, 2018*

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

## **Breaks for Expression of Breast 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.

## **Notification to Parents Regarding Qualifications** ★ Update!

*Policies DK, DBA*

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

Texas law also 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. Inappropriately certified or uncertified teachers include individuals on an emergency permit (including individuals waiting to take a certification exam) or individuals who do not hold any certificate or permit. Information relating to teacher certification will be made available to the public upon request. Employees who have questions about their certification status can call Dr. Suzy Lofton.

## **Outside Employment and Tutoring**

*Policy DBD*

Employees are required to disclose in writing to their immediate supervisor any outside employment that may create a potential conflict of interest with their assigned duties and responsibilities or the best interest of the District. Supervisors will consider outside employment on a case-by-case basis and determine whether it should be prohibited because of a conflict of interest.

## **Performance Evaluation** ★ Update!

*Policy DN series*

Evaluation of an employee's job performance is a continuous process that focuses on improvement. Performance evaluation is based on an employee's assigned job duties and other job-related criteria. All employees will participate in the evaluation process with their assigned supervisor. The formal appraisal of District teachers shall be in accordance with an alternate appraisal system developed locally in compliance with statutory provisions and state rules.

All teachers shall be appraised every year. Written evaluations will be completed on forms approved by the District. Reports, correspondence, and memoranda also can be used to document performance information. All employees will receive a copy of their written evaluation, have a performance conference with their supervisor, and get the opportunity to respond to the evaluation. Employees may have as many conferences about performance of duties as the supervisor deems necessary.

When relevant to the decision, written evaluations of a professional employee's performance, as documented to date, and any other information the administration determines to be appropriate shall be considered in decisions affecting contract status. Written evaluations and other evaluative information need not be considered prior to a decision to terminate a probationary contract at the end of the contract term.

## **Employee Involvement**

*Policies BQA, BQB*

At both the campus and District levels, Lago Vista ISD offers opportunities for input in matters that affect employees and influence the instructional effectiveness of the District. As part of the District's planning and decision-making process, employees are elected to serve on district- or campus-level advisory committees. Plans and detailed information about the shared decision-making process are available in each campus office or from the Superintendent.

## **Staff Development** ★ Update!

*Policies DMA, DMD*

Staff development activities are organized to meet the needs of employees and the District. Staff development for instructional personnel is predominantly campus-based, related to achieving campus performance objectives, addressed in the campus improvement plan, and approved by a campus-level advisory committee. Staff development for non-instructional personnel is designed to meet specific licensing requirements (e.g., bus drivers) and continued employee skill development. Individuals holding renewable SBEC certificates are responsible for obtaining the required training hours and maintaining appropriate documentation.

Staff development may include:

- Training in technology, conflict resolution, and discipline strategies, including classroom management, district discipline policies, and the Student Code of Conduct;
- Training in preventing, identifying, responding to, and reporting incidents of bullying; and
- Instruction as to what is permissible under law, including opinions of the United States Supreme Court, regarding prayer in public school.
- Other staff development developed by the District and designed to improve education in the District.

**Suicide Prevention.** Staff development must include suicide prevention training. The District must provide training in mental health promotion and intervention, substance abuse prevention and intervention, and suicide prevention for teachers, school counselors, principals, and all other appropriate personnel. The District must also provide staff development related to issues regarding sexual abuse and other maltreatment of children.

**Gifted and Talented.** The District shall ensure that teachers who provide instruction and services that are part of the program have a minimum of 30 hours of staff development that includes nature and needs of gifted/talented students, assessment of student needs, and curriculum and instruction for gifted students. After receiving the initial 30-hour training, teachers who provide instruction and



services that are part of a program for gifted students receive a minimum of six hours annually of professional development in gifted education. Administrators and counselors who have authority for program decisions have a minimum of six hours of professional development that includes nature and needs of gifted/talented students and program options.

**Steroids.** The District shall require that each employee who serves as an athletic coach at or above the seventh grade level for an extracurricular athletic activity sponsored or sanctioned by the UIL complete the educational program developed by the UIL regarding the health effects of steroids.

**Concussions.** At least once every two years, the following employees shall take a training course from an authorized provider in the subject matter of concussions:

- A coach of an interscholastic athletic activity shall take a course approved by the UIL.
- An athletic trainer who serves as a member of a district's concussion oversight team shall take a course approved by the Texas Department of State Health Services Advisory Board of Athletic Trainers (TDSHS-ABAT) or a course approved for continuing education credit by the licensing authority for athletic trainers.
- A licensed health-care professional, other than an athletic trainer, who serves as a member of a District's concussion oversight team shall take a course approved by the UIL, TDSHS-ABAT, or the appropriate licensing authority for the profession.

**Professional Growth and Development.** Professional personnel may attend and participate in meetings, conferences, and workshops that will contribute to their professional growth and development. When attendance at such events is recommended or required by the administration, the Board, TEA, or UIL, personnel may attend with the Superintendent's approval.

**Exchange Hours and Days.** The District utilizes exchange days to exchange District required professional development time for designated days off during the school year. Eligible employees may be required to accumulate professional development exchange hours by attending professional development summer sessions, online sessions, or after-school sessions. Eligible employees accumulate an equivalent number of hours outside of the regular workday and substitute the hours for the designated days on the calendar. All exchange hours must be completed during non-contractual or non-work time. Eligible employees earn credit by attending professional development activities that relate directly to content-area instruction that are approved by the campus principal. Employees should not receive supplemental stipends when earning exchange hour credit.

If appropriate hours for exchange days are not earned for the days designated on the District calendar for designated employees, pay may be deducted at the employee's daily rate of pay in order to return the compensation received for those days. Appeals due to extenuating circumstances may be made by submitting a letter in writing to the Superintendent.

Employees may attend more than the designated number of hours of professional development, however, only designated number of exchange hours will count toward exchange day credit hours. All hours, including hours that count for exchange day credit, may count toward additional certifications or certification renewals.

## **Duty Day**   ★ Update!

*Policy DK*

Daily time schedules for all employees shall be determined by the Superintendent or designee and principals. A full day of leave will be deducted for an employee who works less than four hours of a scheduled eight-hour day. An employee works at least four hours, but less than eight hours, of a scheduled eight-hour day, will have a half-day of leave deducted.

In the event that a teacher leaves campus at any time during the working day, he/she should advise the office, sign out, and indicate why he/she is leaving campus. Employees leaving and returning to school during instruction time will be docked accordingly. It is the responsibility of the employee to find coverage.

Hourly staff must clock in and clock out. Hourly employees are expected to work eight-hour days. All hourly employees must clock in and out each day as well as in and out for lunch. Any hours over 40 per week must be approved before they are worked.

## COMPENSATION AND BENEFITS

### Salaries, Wages, and Stipends

*Policy DEA, DEAA, DEAB*

Employees are paid in accordance with administrative guidelines and a pay structure established for each position. The District's pay plans are reviewed by the administration each year and adjusted as needed. All District positions are classified as exempt (contract) or non-exempt (non-contract) according to federal law. Professional employees and academic administrators are generally classified as exempt and are paid monthly salaries. They are not entitled to overtime compensation. Other employees are generally classified as non-exempt and are paid an hourly wage or salary and receive compensatory time or overtime pay for each overtime hour worked beyond 40 in a workweek. (See *Overtime Compensation*.) All employees will receive written notice of their pay and before the first paycheck of each fiscal school year. Classroom teachers, full-time librarians, full-time nurses, and full-time counselors will be paid no less than the minimum state salary schedule. Contract employees who perform extracurricular or supplemental duties may be paid a stipend in addition to their salary according to the District's extra-duty pay schedule. Employees should contact Joy Smith for more information about the District's pay schedules or their own pay.

### Annualized Compensation

*Policy DEA*

The District shall pay all salaried employees over 12 months in equal monthly or bi-monthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations. Employees that separate after the last day of instruction will continue to receive paychecks through the end of the summer.

### Paychecks ★ Update!

All professional and salaried employees are paid monthly. Hourly employees are paid monthly. Paychecks will not be released to any person other than the District employee named on the check without the employee's written authorization. An employee's payroll statement contains detailed information including deductions, withholding information, and the amount of leave accumulated. The schedule of pay dates for the 2016-2017 school year will be as follows:

Sept 23, 2016	Mar 24, 2017
Oct 25, 2016	Apr 25, 2017
Nov 18, 2016	May 25, 2017
Dec. 16, 2016	June 23, 2017
Jan 25, 2017	Jul 25, 2017
Feb 24, 2017	Aug 25, 2017

## Automatic Payroll Deposit

Employees can have their paychecks electronically deposited into a designated account. A notification period of 30 days is necessary to activate this service. Contact Joy Smith for more information about the automatic payroll deposit service.

## Payroll Deductions

### *Policy CFEA*

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

- Teacher Retirement System of Texas (TRS) or Social Security employee contributions
- Federal income tax
- Medicare tax (applicable only to employees hired after March 31, 1986)

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

## Overtime Compensation ★ Update!

### *Policy DEAB*

The District compensates overtime for non-exempt employees in accordance with federal wage and hour laws. Only non-exempt employees (hourly employees and paraprofessional employees) are entitled to overtime compensation. **Non-exempt employees are not authorized to work beyond their normal work schedule without advance approval from their supervisor.** An employee who works overtime without prior approval is subject to discipline but shall be compensated in accordance with the FLSA.

Overtime is legally defined as all hours worked in excess of 40 hours in a workweek and is not measured by the day or by the employee's regular work schedule. Non-exempt employees that are paid on a salary basis are paid for a 40-hour work week and do not earn additional pay unless they work more than 40 hours. For the purpose of calculating overtime, a workweek begins at 12:00 AM Sunday and ends at 11:59 PM on Saturday.

At the District's option, nonexempt employees may receive compensatory time off, rather than overtime pay, for overtime work. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay. The following applies to all nonexempt employees:

- Employees can accumulate up to 60 hours of comp time.
- Comp time must be used in the duty year that it is earned.
- Use of comp time may be at the employee's request with supervisor approval, as workload permits, or at the supervisor's direction.
- An employee may be required to use comp time before using available paid leave (e.g., sick, personal, vacation).
- An employee may use compensatory time in accordance with the District's leave policies and if such use does not unduly disrupt the operations of the District.
- The District may require an employee to use compensatory time when in the best interest of the District.
- If an employee has any unused compensatory time remaining at the end of a duty year, the District shall pay the employee for the compensatory time.
- Weekly time records will be maintained on all nonexempt employees for the purpose of wage and salary administration.

## **Travel Expense Reimbursement** ★ Update!

### *Policy DEE*

Before an employee incurs any travel expenses, the employee's supervisor and Superintendent must give approval. For approved travel, employees will be reimbursed for mileage (only if a District vehicle is unavailable for use) and other travel expenditures according to the current rate schedule established by the District. For any authorized expense incurred, the employee shall submit a statement, with receipts to the extent feasible, documenting actual expenses. Accounting records shall accurately reflect that no state or federal funds were used to reimburse travel expenses beyond those authorized for state employees.

**Per Diem.** The District has an approved per diem reimbursement rate for meals when traveling on school business. District per diem rates are only approved for full-day travel outside the greater Austin area. Per diem funds will not be reimbursed for alcohol purchases or tips.

Employees will not be reimbursed for meals within the greater Austin area or any areas not within scope of the travel destination. In addition, employees who extend their trip beyond what is reasonably required to carry out the purpose of the trip, or who take leave during the trip, will not be reimbursed for meals incurred during that period. If any meals are provided as part of the conference, workshop or hotel they should not be included in the per diem. Reductions will be made accordingly.

## **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 board of trustees determines the District's contribution to employee insurance premiums annually. Employees eligible for health insurance coverage include the following:

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

TRS retirees who are enrolled in TRS-Care (retiree health insurance program) and employees who are not contributing TRS members who are regularly scheduled to work less than 10 hours per week, are not eligible to participate in TRS-ActiveCare.

The insurance plan year is from September 1 through August 31. Current employees can make changes in their insurance coverage during open enrollment each spring year. Detailed descriptions of insurance coverage, employee cost, and eligibility requirements are provided to all employees in a separate booklet. Employees should contact Joy Smith for more information.

## **Supplemental Insurance Benefits**

### *Policy CRD*

At their own expense, employees may enroll in supplemental insurance programs. Premiums for these programs can be paid by payroll deduction. Employees should contact Joy Smith for more information.

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

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

## **Workers' Compensation Insurance**

### *Policy CRE*

The District, in accordance with state law, provides workers' compensation benefits to employees who suffer a work-related illness or are injured on the job. The District has workers' compensation coverage from Edwards Risk Management. Benefits help pay for medical treatment and make up for part of the income lost while recovering. Depending on the circumstances of each case, law prescribes specific benefits. All work-related accidents or injuries should be reported immediately to your principal or supervisor. Employees who are unable to work because of a work-related injury will be notified of their rights and responsibilities under the Texas Labor Code. See *Workers' Compensation Benefits* for information on use of paid leave for such absences.

## **Unemployment Compensation Insurance**

### *Policy CRF*

Employees who have been laid off or terminated through no fault of their own may be eligible for unemployment compensation benefits. Employees are not eligible to collect unemployment benefits during regularly scheduled breaks in the school year or the summer months if they have employment contracts or reasonable assurance of returning to service. Employees with questions about unemployment benefits should contact Darren Webb.

## **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). Substitute's not receiving TRS service retirement benefits who work at least 90 days a year are eligible to purchase a year of creditable service in TRS. TRS provides members with an annual statement of their account showing all deposits and the total account balance for the year ending August 31, as well as an estimate of their retirement benefits.

Employees who plan to retire under TRS should notify Joy Smith in payroll and TRS as soon as possible. Information on the application procedures for TRS benefits is available from TRS at Teacher 512-542-6400. TRS information is also available on the Web ([www.trs.texas.gov](http://www.trs.texas.gov)). See information on restrictions of employment of retirees in Texas public schools.

## Other Optional Benefit Programs

For information on optional benefit programs, please contact Joy Smith.

**Accident Insurance.** Accident insurance helps to cover the expenses for emergency room costs, follow-up treatments, medical imaging, hospital confinement, and many other expenses associated with accidental injuries. This plan can help with medical expenses and living costs when you are injured unexpectedly.

**Cancer Insurance.** Cancer insurance is designed to be supplemental insurance that pays for many of the costs not covered by your major medical. This plan pays in addition to other coverage you may have.

**Dental Coverage.** Ameritas is the dental provider for Lago Vista ISD. Adult and child orthodontia coverage is available. You may select the dentist of your choice, however, the savings are greater by utilizing an in-network provider. There are two plans available so that you may choose the one that best meets your needs.

**Disability Income Insurance.** Disability income insurance is designed to protect your ability to earn an income. This plan will provide you with income (up to 70% of your gross monthly income) should you become disabled as a result of a covered accident or illness. There is a doctor bill benefit payable (if you are sick, miss a day of work, or go to a doctor) for out-of-pocket expenses up to \$50 for illness and \$150 for an accidental injury.

### Flexible Spending Account

Lago Vista ISD allows employees to set aside up to \$2,550 per year for unreimbursed medical expenses and/or up to \$5,000 per year for dependent day care expenses on a pre-tax basis. Federal regulations effective January 1, 2011 exclude over-the-counter medications from being eligible expenses.

**Group Life Insurance.** Lago Vista ISD offers their employees Group Life Insurance through Dearborn National. In addition, coverage for spouse, and dependent children may be purchased.

**Individual Permanent Life Insurance.** Employees have the opportunity to purchase individual permanent life insurance through Texas Life. These policies are portable at the same price and coverage. Coverage can be purchased for dependents, including spouses, children, and grandchildren. Coverage is guaranteed to age 121.

**Medical Bridge Insurance.** Medical bridge insurance plans through Colonial Life can help to fill gaps and help protect against out-of-pocket expenses. Major benefits include: Wellness Benefit, Outpatient Surgical Benefit, Hospital Confinement Benefit, and Rehabilitation Unit Benefit.

**Retirement Annuities - Section 403(b).** Lago Vista ISD offers retirement programs to its employees through the use of 403(b) tax deferred annuities. These plans allow employees to save designated amounts out of their paychecks before tax and place them into a variety of mutual funds, variable annuities and fixed annuities. Any earnings grow tax deferred until withdrawn and are intended to supplement your TRS Pension Plan.

### Teladoc

Access a Doctor 24 hours, 7 days a week. Employees can contact TelaDoc and provide information to a medical assistant. A TelaDoc doctor will contact you for a consultation, create a treatment plan, and call in a prescription if necessary. Common conditions treated by Teladoc, include: cold, flu, pink eye, sinus infection, skin rashes, allergies, urinary tract infection, etc.

**Vision Coverage.** Lago Vista ISD offers their employees two different plans with Eyetopia Vision Care that allow you to see a network eye care professional with low co-pays. You may choose the plan that best meets your needs and those of your family. Benefits for exams and materials are available every 12 months.

## **Additional Benefits**

Additional benefits include:

- Employee Assistance Programs - Contact Dr. Suzy Lofton.
- Tuition free attendance for children of non-resident employees - Contact campus secretary.
- In-District Child Care - Contact Tammy Moseley.
- Employee Wellness – Contact Dr. Suzy Lofton.
- Free athletic passes – Contact campus principal.
- Travel benefits, if you travel more than 100 miles from home – Contact Joy Smith.

## **LEAVES AND ABSENCES**      ★ Update!

*Policy DEC, DECA, DECB*

The District offers employees paid and unpaid leaves of absence in times of personal need. This handbook describes the basic types of leave available and restrictions on leaves of absence. Employees who expect to be absent for an extended period of more than five days should call Joy Smith for information about applicable leave benefits, payment of insurance premiums, and requirements for communicating with the District.

Paid leave must be used in half-day increments. If an employee leaves the District before the end of the work year, the cost of any unearned leave days taken shall be deducted from the employee's final paycheck. Earned comp time must be used before any available paid state and local leave. Unless an employee requests a different order, available paid state and local leave will be used in the following order:

1. Local leave.
2. State sick leave accumulated before the 1995–96 school year.
3. State personal leave.

Use of extended sick leave or sick leave pool days shall be permitted only after all available state and local leave has been exhausted. Employees 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.** An employee shall submit medical certification of the need for leave from a qualified health care provider confirming the specific dates of the illness, the reason for the illness, and—in the case of personal illness—the employee's fitness to return to work, if:

- The employee is absent more than three consecutive workdays because of personal illness or illness in the immediate family;
- The District requires medical certification due to a questionable pattern of absences or when deemed necessary by the supervisor or Superintendent;
- The employee requests FMLA leave for the employee's serious health condition or that of a spouse, parent, or child; or
- The employee requests FMLA leave for military caregiver purposes.

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

**Continuation of Health Insurance.** The District shall continue its contribution toward the cost of the employee's group health insurance coverage while the employee is on paid leave or, if applicable, while the employee is on family and medical leave. The District shall not otherwise expend public funds for group health insurance coverage of an employee who is not on paid leave status. However, an employee who is not on paid leave status or FMLA leave shall be allowed to continue group health insurance coverage, at his or her own expense, for the period specified in the District's group health insurance plan.

The District does not pay any portion of insurance premiums for employees who are on unpaid leave. Under TRS-Active Care rules, an employee is no longer eligible for insurance through the District after six months of unpaid leave other than FML. If an employee's unpaid leave extends for more than six months, the District will provide the employee with notice of COBRA rights.

## Personal Leave

State law entitles all employees to five days of paid personal leave per year. Personal leave is earned at a rate of ½ day for every 18 days worked up to the statutory requirement of five days. A day of earned personal leave is equivalent to an assigned workday. State personal leave accumulates without limit, is transferable to other Texas school districts and generally transfers to education service centers. There are two types of personal leave: 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 allows very little, if any advanced planning. Non-discretionary use includes leave related to the birth or placement of a child and taken within the first year after the child's birth, adoption, or foster placement. Nondiscretionary leave will be granted to employees in the same manner as state sick leave.

**Discretionary.** Leave taken at an employee's discretion that can be scheduled in advance is considered discretionary leave. An employee wishing to take discretionary personal leave must submit a request to his or her principal or supervisor at least 24 hours in advance of the anticipated absence. The effect of the employee's absence on the educational program or department operations, as well as the availability of substitutes, will be considered by the principal or supervisor. Discretionary leave may not be taken for more than three consecutive days. **No more than three personal days may be used during any one semester or more than five personal days during the school year.**

**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.



## Limits on Discretionary Leave

The employee shall submit a written request for discretionary leave to the immediate supervisor or designee at least five days in advance. The supervisor or designee shall consider the effect of the employee's absence on the educational program or District operations, as well as the availability of substitutes. Discretionary leave may not be taken on days marked as Red X Days, i.e., on the day before or after a school holiday, on the first or last day of a semester, on days scheduled for end-of-semester or end-of-year exams, on days scheduled for state assessment tests, and on professional or staff development days (See Appendix A). Exceptions may be made by the Superintendent for extenuating circumstances, including a death in the family or a wedding (if you are in the wedding party).

A supervisor of the Superintendent may require medical certification for individuals who utilize non-discretionary sick leave on these days. Any unapproved absences or absences beyond accumulated and available paid leave shall result in deductions from the employee's pay. Any unapproved absences or absences beyond accumulated and available paid leave shall result in deductions from the employee's pay.

## State Sick leave

Previously accumulated state sick leave is available for use and may be transferred to other school districts in Texas. State sick leave can be used only in half-day 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:

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

## Local Leave

Professional employees earn an additional five equivalent workdays of local sick leave per school year, concurrently with state leave. Paraprofessionals and support staff shall earn at the rate of one-half workday for each 18 days of employment up to the maximum per school year established by Policy DEC (LOCAL).

## Local Leave Buy Back Policy

*Policy DEC (LOCAL)*

Prior to the last instructional day of a school year, an employee may request that the District buy back up to five days of unused local leave earned during the current school year. The request shall be made on a form provided by the District and no changes shall be allowed once the request has been submitted. Days for which reimbursement is made shall be deducted from the employee's leave record. The usual deductions shall be made and payment shall be included in the July payroll check. For professional employees, the rate of reimbursement shall be \$75 per day; for paraprofessional and auxiliary employees, the rate of reimbursement shall be the employee's daily rate of pay up to \$50.

## Extended Leave

When an employee misses more days than they have accumulated through their local and State allocations, an extended leave benefit may be available to employees that meet criteria under the FMLA. Ten additional leave days will be provided, however the daily sub rate will be deducted from the daily rate. A written request for extended sick leave must be accompanied by medical certification of the illness or injury. For employees other than professionals, an amount equal to one-half the individual employee's daily rate of pay shall be deducted for each day of extended sick leave taken.

## Local Sick Leave Pool

### *Policy DEC (LOCAL)*

An employee who has exhausted all paid leave and who suffers from a catastrophic illness or injury or is absent due to the catastrophic illness or injury of a member of the employee's immediate family may request the establishment of a sick leave pool, to which District employees may donate only **local leave for use by the eligible** employee. If the employee is unable to submit the request, a member of the employee's family or the employee's supervisor may submit the request to establish a sick leave pool. An additional thirty days are available to employees that exhaust the extended leave option. These additional days require donations from staff at a rate of one day per staff member. The pool shall cease to exist when the employee no longer needs leave for the purpose requested, uses the maximum number of days allowed under a pool, or exhausts all leave days donated to the sick leave pool.

## Family and Medical Leave (FML)—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 FML follows this general notice.

**Basic Leave Entitlement.** FML requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for the following reasons:

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

**Military Family Leave Entitlements.** Eligible employees with a spouse, son, daughter, or parent on active duty or call to active duty status in the National Guard or Reserves in support of a contingency operation may use their 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.

FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered service member during a single 12-month period.

A covered service member is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty that may render the service member medically unfit to perform his or her duties, for which the service member is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list.

**Benefits and Protections.** During FML leave, the employer must maintain the employee's health coverage under any "group health plan" on the same terms as if the employee had continued to work. Upon return from FML leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms. Use of FML leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave.

**Eligibility Requirements.** Employees are eligible if they have worked for a covered employer for at least one year, for 1,250 hours over the previous 12 months, and if at least 50 employees are employed by the employer within 75 miles.

**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 employee from performing the functions of the employee's 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.** An employee 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. Employees 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. If a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester. If, at the expiration of FMLA leave, the employee is able to return to work but chooses not to do so, the District may require reimbursement of premiums paid by the District during the leave.

**Substitution of Paid Leave for Unpaid Leave.** Employees may choose or employers may require use of accrued paid leave while taking FML leave. In order to use paid leave for FML leave, employees must comply with the employer's normal paid leave policies.

**Employee Responsibilities.** Employees must provide 30 days advance notice of the need to take FML leave when the need is foreseeable. When 30 days notice is not possible, the employee must provide notice as soon as practicable and generally must comply with an employer's normal call-in procedures.

Employees must provide sufficient information for the employer to determine if the leave may qualify for FML protection and the anticipated timing and duration of the leave. Sufficient information may include that the employee 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. Employees also must inform the employer if the requested leave is for a reason for which FML leave was previously taken or certified. Employees also may be required to provide a certification and periodic recertification supporting the need for leave.

**Employer Responsibilities.** Covered employers must inform employees requesting leave whether they are eligible under FML. If they are the notice must specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, the employer must provide a reason for the ineligibility. Covered employers must inform employees if leave will be designated as FML-protected and the amount of leave counted against the employee's leave entitlement. If the employer determines that the leave is not FML-protected, the employer must notify the employee.

**Unlawful Acts by Employers.** FML makes it unlawful for any employer to:

- Interfere with, restrain, or deny the exercise of any right protected under FML;
- Discharge or discriminate against any person for opposing any practice made unlawful by FML or for involvement in any proceeding under or relating to FML.

**Enforcement.** An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer. FML 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.

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

For additional information:

1-866-4US-WAGE (1-866-487-9243) TTY: 1-877-889-5627

[www.wagehour.dol.gov](http://www.wagehour.dol.gov)

## **Local Family & Medical Leave Provisions** ★Update!

Eligible employees can take up to 12 weeks of unpaid leave in the 12-month period. For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be measured forward from the date an individual employee's first FMLA leave begins.

**Use of Paid Leave.** Family and medical leave 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 family and medical leave, if applicable, and notify the employee 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 FMLA leave to care for a parent with a serious health condition; or for the birth, adoption, or foster placement of a child. Military caregiver leave for spouses is limited to a combined total of 26 weeks.

**Intermittent Leave.** When medically necessary or in the case of a qualifying exigency, an employee may take leave intermittently or on a reduced schedule. The District shall permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.

**District Contact.** Employees that require FMLA leave or have questions should contact the superintendent for details on eligibility, requirements, and limitations.

## **Temporary Disability Leave**

**Certified Employees.** Any full-time employee whose position requires certification from the State Board for Educator Certification (SBEC) is eligible for temporary disability leave. The purpose of temporary disability leave is to provide job protection to full-time educators who cannot work for an extended period of time because of a mental or physical disability of a temporary nature. Temporary disability leave must be taken as a continuous block of time. It may not be taken intermittently or on a reduced schedule. Pregnancy and conditions related to pregnancy are treated the same as any other temporary disability.

Employees must request approval for temporary disability leave. An employee's notification of need for extended absence due to the employee's own medical condition shall be accepted as a request for temporary disability leave. The request must be accompanied by a physician's statement confirming the employee's inability to work and estimating a probable date of return. If disability leave is approved,

the length of leave is no longer than 180 calendar days. If disability leave is not approved, the employee must return to work or be subject to termination procedures.

If an employee is placed on temporary disability leave involuntarily, he or she has the right to request a hearing before the board of trustees. The employee may protest the action and present additional evidence of fitness to work.

When an employee is ready to return to work, their immediate supervisor and the Superintendent should be notified at least 30 days in advance. The return-to-work notice must be accompanied by a physician's statement confirming that the employee is able to resume regular duties. Professional employees returning from leave will be reinstated to the school to which they were previously assigned as soon as an appropriate position is available. If a position is not available before the end of the school year, professional employees will be reinstated at the beginning of the following school year.

## **Workers' Compensation Benefits**

*NOTE: Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the District's contribution to health insurance.*

An employee absent from duty because of a job-related illness or injury may be eligible for workers' compensation weekly income benefits if the absence exceeds seven calendar days. An employee receiving workers' compensation wage benefits for a job-related illness or injury may choose to use accumulated sick leave or any other paid leave benefits. An employee choosing to use paid leave will not receive workers' compensation weekly income benefits until all paid leave is exhausted or to the extent that paid leave does not equal the pre-illness or -injury wage. If the use of paid leave is not elected, then the employee will only receive workers' compensation wage benefits for any absence resulting from a work-related illness or injury, which may not equal his or her pre-illness or -injury wage.

## **Assault Leave**

Assault leave provides extended job income and benefits protection to an employee who is injured as the result of a physical assault suffered during the performance of his or her job. An injury is treated as an assault if the person causing the injury could be prosecuted for assault or could not be prosecuted only because that person's age or mental capacity renders the person non-responsible for purposes of criminal liability.

An employee who is physically assaulted at work may take all the leave time medically necessary (up to two years) to recover from the physical injuries he or she sustained. At the request of an employee, the District will immediately assign the employee to assault leave. Days of leave granted under the assault leave provision will not be deducted from accrued personal leave and must be coordinated with workers' compensation benefits.

Upon investigation, the District may change the assault leave status and charge leave used against the employee's accrued paid leave. The employee's pay will be deducted if accrued paid leave is not available.

## **Bereavement Leave**

Use of state leave and/or local sick leave for death in the immediate family shall not exceed five workdays per occurrence, subject to approval of the District.

## **Jury Duty**

Absences due to compliance with a valid subpoena or for jury duty shall be fully compensated by the District and shall not be deducted from the employee's pay or leave balance.

## **Other Court Appearances**

Employees will be granted paid leave to comply with a valid subpoena to appear in a civil, criminal, legislative, or administrative proceeding. Employees may be required to submit documentation of their need for leave for court appearances.

## **Military Leave**

**Paid Leave for Military Service.** Any employee who is a member of the Texas National Guard, Texas State Guard, or reserve component of the United States Armed Forces will be granted a paid leave of absence without loss of any accumulated leave for authorized training or duty orders. Paid military leave will not exceed 15 days each federal fiscal year (October 1–September 30). In addition, an employee is entitled to use available state and local personal or sick leave during a time of active military service.

**Re-employment After Military Leave.** Employees who leave the District to enter into the United States uniformed services or who are ordered to active state military duty (Texas National Guard or Texas State Guard) may return to employment if they are honorably discharged. Employees who wish to return to the District will be re-employed in the position they would have held if employment had not been interrupted or reassigned to an equivalent or similar position provided they can be qualified to perform the required duties. To be eligible for re-employment, employees must provide notice of their obligation or intent to perform military service, provide evidence of honorable discharge or release, and submit an application for re-employment to the District office and the Superintendent. In most cases, the length of federal military service cannot exceed five years.

**Continuation of Health Insurance.** Employees who perform service in the uniformed services may elect to continue their health plan coverage at their own cost for a period not to exceed 24 months. Employees should contact Joy Smith for details on eligibility, requirements, and limitations.

# **EMPLOYEE RELATIONS AND COMMUNICATIONS**

## **Employee Recognition and Appreciation**

Continuous efforts are made throughout the year to recognize employees who make an extra effort to contribute to the success of the District. Employees are recognized at board meetings, in the District newsletter, and through special events and activities, such as the Teacher of the Year recognition.

## **District Communications**

Throughout the school year, the District office publishes newsletters, brochures, fliers, calendars, news releases, and other communication materials. These publications offer employees and the community information pertaining to school activities and achievements.

# COMPLAINTS AND GRIEVANCES

## *Policy DGBA*

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

The formal process provides all employees with an opportunity to be heard up to the highest level of management if they are dissatisfied with an administrative response. Once all administrative procedures are exhausted, employees can bring concerns or complaints to the board of trustees.

For ease of reference, the district's policy concerning the process of bringing concerns and complaints may be accessed at: <http://pol.tasb.org/Policy/Code/1153?filter=DGBA>.

# EMPLOYEE EXPECTATIONS, CONDUCT, AND WELFARE

## **Standards of Conduct**

### *Policy DH*

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

- Recognize and respect the rights of students, parents, other employees, and members of the community.
- Maintain confidentiality in all matters relating to students and coworkers.
- Report to work according to the assigned schedule.
- Notify their immediate supervisor in advance or as early as possible in the event that they must be absent or late. Unauthorized absences, chronic absenteeism, tardiness, and failure to follow procedures for reporting an absence may be cause for disciplinary action.
- 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.
- The District prohibits the use, possession, or display of any firearm, illegal knife, club, or prohibited weapon, as defined at FNCG, on District property at all times.

All District employees should perform their duties in accordance with state and federal law, district policies and procedures, and ethical standards. Violation of policies, regulations, or guidelines 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 the superintendent knew of the incident. See *Reports to the State Board for Educator Certification*, for additional information.

The *Code of Ethics and Standard Practices for Texas Educators*, adopted by the State Board for Educator Certification, which all District employees must adhere to, is reprinted for your benefit:

## Code of Ethics for Texas Educators

### *Statement of Purpose*

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. 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.

**TITLE 19 EDUCATION**  
**PART 7 STATE BOARD OF EDUCATOR CERTIFICATION CHAPTER 247 EDUCATORS'**  
**CODE OF ETHICS**  
**RULE §247.2 Code of Ethics and Standard Practices for Texas Educators**

#### **Enforceable Standards.**

- (1) **Professional Ethical Conduct, Practices and Performance.**
- (A) **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.
  - (B) **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.
  - (C) **Standard 1.3.** The educator shall not submit fraudulent requests for reimbursement, expenses, or pay.
  - (D) **Standard 1.4.** The educator shall not use institutional or professional privileges for personal or partisan advantage.
  - (E) **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.
  - (F) **Standard 1.6.** The educator shall not falsify records, or direct or coerce others to do so.
  - (G) **Standard 1.7.** The educator shall comply with state regulations, written local school board policies, and other state and federal laws.
  - (H) **Standard 1.8.** The educator shall apply for, accept, offer, or assign a position or a responsibility on the basis of professional qualifications.
  - (I) **Standard 1.9.** The educator shall not make threats of violence against school district employees, school board members, students, or parents of students.
  - (J) **Standard 1.10.** The educator shall be of good moral character and be worthy to instruct or supervise the youth of this state.
  - (K) **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.
  - (L) **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.
  - (M) **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.**

- (A) **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.
- (B) **Standard 2.2.** The educator shall not harm others by knowingly making false statements about a colleague or the school system.
- (C) **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.
- (D) **Standard 2.4.** The educator shall not interfere with a colleague's exercise of political, professional, or citizenship rights and responsibilities.
- (E) **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.
- (F) **Standard 2.6.** The educator shall not use coercive means or promise of special treatment in order to influence professional decisions or colleagues.
- (G) **Standard 2.7.** The educator shall not retaliate against any individual who has filed a complaint with the SBEC or who provides information for a disciplinary investigation or proceeding under this chapter.

(3) **Ethical Conduct Toward Students.**

- (A) **Standard 3.1.** The educator shall not reveal confidential information concerning students unless disclosure serves lawful professional purposes or is required by law.
- (B) **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.
- (C) **Standard 3.3.** The educator shall not intentionally, knowingly, or recklessly misrepresent facts regarding a student.
- (D) **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.
- (E) **Standard 3.5.** The educator shall not intentionally, knowingly, or recklessly engage in physical mistreatment, neglect, or abuse of a student or minor.
- (F) **Standard 3.6.** The educator shall not solicit or engage in sexual conduct or a romantic relationship with a student or minor.
- (G) **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.
- (H) **Standard 3.8.** The educator shall maintain appropriate professional educator-student relationships and boundaries based on a reasonably prudent educator standard.
- (I) **Standard 3.9.** The educator shall refrain from inappropriate communication with a student or minor, including, but not limited to, electronic communication such as cell phone, text messaging, email, instant messaging, blogging, or other social network communication. Factors that may be considered in assessing whether the communication is inappropriate include, but are not limited to:
  - (i) the nature, purpose, timing, and amount of the communication;
  - (ii) the subject matter of the communication;
  - (iii) whether the communication was made openly or the educator attempted to conceal the communication;
  - (iv) whether the communication could be reasonably interpreted as soliciting sexual contact or a romantic relationship;

- (v) whether the communication was sexually explicit; and
- (vi) whether the communication involved discussion(s) of the physical or sexual attractiveness or the sexual history, activities, preferences, or fantasies of either the educator or the student.

*Source Note: The provisions of this §247.2 adopted to be effective March 1, 1998, 23 TexReg 1022; amended to be effective August 22, 2002, 27 TexReg 7530; amended to be effective December 26, 2010, 35 TexReg 11242*

## **Employee Dress**

### *Policy DH*

All faculty and staff are expected to dress in a manner that allows the individual to fulfill his/her job responsibilities while maintaining high standards of professionalism. It is our responsibility to dress in a manner that reflects the high standards that we hold for ourselves as educators. When a visitor enters a campus, classroom, or work area, it should immediately be clear who are the professionals. Coaches are expected to wear professional clothing while teaching in the classroom and athletic clothing while coaching. Employees shall not wear shorts or tank tops. Hats may not be worn indoors.

## **Cell Phones & Personal Electronic Devices**

Personal cell phones should be set to silent mode during instructional times. During instructional times, teachers and instructional staff should not take personal calls, check text messages, or engage in other personal messaging via personal or school-owned electronic devices. All faculty and staff should reserve these activities for personal time (lunch, conference periods, scheduled breaks, etc.).

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

### *Policies DH, DIA*

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

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. The District's policy that includes definitions and procedures for reporting and investigating discrimination, harassment, and retaliation is located at <http://pol.tasb.org/Policy/Code/1153?filter=DIA>.

## **Harassment of Students**

### *Policies DH, DHB, FFG, FFH*

Sexual and other harassment of students by employees are forms of discrimination and are prohibited by law. Romantic or inappropriate social relationships between students and district employees are prohibited. Employees who suspect a student may have experienced prohibited harassment are obligated to report their concerns to the campus principal or other appropriate district official. All allegations of prohibited harassment of a student will be reported to the student's parents and promptly

investigated. An employee 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*, for additional information.

The District's policy that includes definitions and procedures for reporting and investigating harassment of students is located at [http://pol.tasb.org/Policy/Download/1153?filename=DHB\(LEGAL\).pdf](http://pol.tasb.org/Policy/Download/1153?filename=DHB(LEGAL).pdf).

## **Reporting Suspected Child Abuse**

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

All employees 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 Texas Family Code and includes any sexual conduct involving an educator and a student or minor. Reports to Child Protective Services can be made to the Texas Abuse Hotline (800-252-5400). **State law specifies that an employee may not delegate to or rely on another person to make the report. Contact the school counselor for assistance in reporting.**

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 an employee who, in good faith, reports child abuse or neglect or who participates in an investigation regarding an allegation of child abuse or neglect. An employee's failure to report suspected child abuse may result in prosecution for the commission of a Class A misdemeanor. In addition, a certified employee's failure to report suspected child abuse may result in disciplinary procedures by SBEC for a violation of the Texas Educators' Code of Ethics.

Employees are also 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

Employees who suspect that a student has been or may be abused or neglected should also report their concerns to the campus principal. This includes students with disabilities who are no longer minors. Employees are not required to report their concern to the principal before making a report to the appropriate agencies. In addition, employees must cooperate with child abuse and neglect investigators. Reporting the concern to the principal does not relieve the employee of the requirement to report to the appropriate state agency. Interference with a child abuse investigation by denying an interviewer's request to interview a student at school or requiring the presence of a parent or school administrator against the desires of the duly authorized investigator is prohibited.

## **Sexual Abuse & Maltreatment of Children**

The District has established a plan for addressing sexual abuse and other maltreatment of children, which may be accessed at the superintendent's office. As an employee, it is important for you to be aware of warning signs that could indicate a child may have been or is being sexually abused or 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). Employees are required to follow the procedures described above in Reporting Suspected Child Abuse.

## **Reporting Crime**

### *Policy DG*

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

## **Technology Resources**

### *Policy CQ*

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

- Imposes no tangible cost to the District;
- Does not unduly burden the District's technology resources; and
- Has no adverse effect on job performance or on a student's academic performance.

Access to the District's technology resources is a privilege, not a right. All users shall be required to acknowledge receipt and understanding of all administrative regulations governing use of the District's technology resources and shall agree in writing to allow monitoring of their use and to comply with such regulations and guidelines. Noncompliance may result in suspension of access or termination of privileges and other disciplinary action consistent with District policies. Violations of law may result in criminal prosecution as well as disciplinary action by the District.

Electronic mail transmissions and other use of technology resources are not confidential and can be monitored at any time to ensure appropriate use. Employees are required to abide by the provisions of the District's acceptable use agreement and administrative procedures. Failure to do so can result in suspension of access or termination of privileges and may lead to disciplinary and legal action. Employees with questions about computer use and data management can contact Paul Hunt.

## **Personal Use of Electronic Media**

### *Policies CQ, DH*

Electronic media includes all forms of social media, such as text messaging, instant messaging, electronic mail (e-mail), Web logs (blogs), wikis, electronic forums (chat rooms), video-sharing websites (e.g., YouTube), editorial comments posted on the Internet, and social network sites (e.g., Facebook, 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, employees are responsible for their public conduct even when they are not acting as district employees. Employees will be held to the same professional standards in their public use of electronic media as they are for any other public conduct. 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. If an employee wishes to use a social network site or similar media for personal purposes, the employee is responsible for the content on the employee's page, including content added by the employee, the employee's friends, or members of the public who can access the employee's page, and for Web links on the employee's page. The employee is also responsible for maintaining privacy settings appropriate to the content.

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

- The employee may not set up or update the employee's personal social network page(s) using the District's computers, network, or equipment.
- The employee shall limit use of personal electronic communication devices to send or receive calls, text messages, pictures, and videos to breaks, meal times, and before and after scheduled work hours, unless there is an emergency or the use is authorized by a supervisor to conduct district business.
- The employee shall not use the District's logo or other copyrighted material of the District without express written consent.
- An employee may not share or post, in any format, information, videos, or pictures obtained while on duty or on district business unless the employee first obtains written approval from the employee's immediate supervisor. Employees should be cognizant that they have access to information and images that, if transmitted to the public, could violate privacy concerns.
- The employee continues to be subject to applicable state and federal laws, local policies, administrative regulations, and the Texas Educators' Code of Ethics, even when communicating regarding personal and private matters, regardless of whether the employee is include:
  - Confidentiality of student records. [See Policy FL]
  - Confidentiality of health or personnel information concerning colleagues, unless disclosure serves lawful professional purposes or is required by law. [See Policy DH (EXHIBIT)]
  - Confidentiality of district records, including educator evaluations and private e-mail addresses. [See Policy GBA]
  - Copyright law [See Policy CY]
  - Prohibition against harming others by knowingly making false statements about a colleague or the school system. [See Policy DH (EXHIBIT)]

See Use of Electronic Media with Students, below, for regulations on employee communication with students through electronic media.

## **Electronic and/or Social Media with Students**

### *Policy DH*

A certified or licensed employee, or any other employee 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 employee must comply with the provisions outlined below. All other employees are prohibited from communicating with students who are enrolled in the District through electronic media.

An employee is not subject to these provisions to the extent the employee has a social or family relationship with a student. For example, an employee may have a relationship with a niece or nephew, a student who is the child of an adult friend, a student who is a friend of the employee's child, or a member or participant in the same civic, social, recreational, or religious organization. An employee who claims an exception based on a social relationship shall provide written consent from the student's parent. The written consent shall include an acknowledgement by the parent that:

- The employee has provided the parent with a copy of this protocol
- The employee and the student have a social relationship outside of school;
- The parent understands that the employee's communications with the student are excepted from district regulation; and
- The parent is solely responsible for monitoring electronic communications between the employee and the student.

The following definitions apply for the use of electronic media with students:

- Electronic media includes all forms of social media, such as text messaging, instant messaging, electronic mail (e-mail), web logs (blogs), wikis, electronic forums (chat rooms), video-sharing websites (e.g., YouTube), editorial comments posted on the Internet, and social network sites (e.g., Facebook, Twitter, LinkedIn, Instagram). 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 an employee that is not targeted at students (e.g., a posting on the employee's personal social network page or a blog) is not a communication; however, the employee may be subject to district regulations on personal electronic communications. See Personal Use of Electronic Media, above. Unsolicited contact from a student through electronic means is not a communication.
- Certified or licensed employee means a person employed in a position requiring SBEC certification or a professional license, and whose job duties may require the employee to communicate electronically with students. The term includes classroom teachers, counselors, principals, librarians, paraprofessionals, nurses, educational diagnosticians, licensed therapists, and athletic trainers.

An employee who uses electronic media to communicate with students shall observe the following:

- The employee may use any form of electronic media except text messaging. Only a teacher, trainer, or other employee who has an extracurricular duty may use text messaging, and then only to communicate with students who participate in the extracurricular activity over which the employee has responsibility. An employee who communicates with a student using text messaging shall comply with the following protocol:

- The employee shall include at least one of the student’s parents or guardians as a recipient on each text message to the student so that the student and parent receive the same message;
- The employee shall include his or her immediate supervisor as a recipient on each text message to the student so that the student and supervisor receive the same message; or
- For each text message addressed to one or more students, the employee shall send a copy of the text message to the employee’s district e-mail address.
- The employee shall limit communications to matters within the scope of the employee’s professional responsibilities (e.g., for classroom teachers, matters relating to class work, homework, and tests; for an employee with an extracurricular duty, matters relating to the extracurricular activity).
- The employee is prohibited from knowingly communicating with students through a personal social network page; the employee must create a separate social network page (“professional page”) for the purpose of communicating with students. The employee must enable administration and parents to access the employee’s professional page.
- **The employee shall not communicate directly with any student between the hours of 11 p.m. and 5 a.m. An employee may, however, make public posts to a social network site, blog, or similar application at any time.**
- The employee does not have a right to privacy with respect to communications with students and parents.
- The employee continues to be subject to applicable state and federal laws, local policies, administrative regulations, and the Texas Educators’ Code of Ethics, including:
  - Compliance with the Public Information Act and the Family Educational Rights and Privacy Act (FERPA), including retention and confidentiality of student records. [See Policies CPC and FL]
  - Copyright law [Policy CY]
  - Prohibitions against soliciting or engaging in sexual conduct or a romantic relationship with a student. [See Policy DHB]
- Upon request from administration, an employee will provide the phone number(s), social network site(s), or other information regarding the method(s) of electronic media the employee uses to communicate with any one or more currently enrolled students.
- Upon written request from a parent or student, the employee shall discontinue communicating with the student through e-mail, text messaging, instant messaging, or any other form of one-to-one communication.
- An employee may request an exception from one or more of the limitations above by submitting a written request to his or her immediate supervisor.

## **Criminal History Background Checks**

### *Policy DBAA*

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

## **Employee Arrests and Convictions**

### *Policy DH*

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

- Crimes involving school property or funds;
- Crimes involving attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit that would entitle any person to hold or obtain a position as an educator;
- Crimes that occur wholly or in part on school property or at a school-sponsored activity; or
- 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;
  - Felony possession or conspiracy to possess, or any misdemeanor or felony transfer, sale, distribution, or conspiracy to transfer, sell, or distribute any controlled substance defined in Chapter 481 of the Health and Safety Code;
  - Felony driving while intoxicated (DWI); or
  - Acts constituting abuse or neglect under the Texas Family Code.

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

## **Alcohol and Drug Abuse Prevention**

### *Policies DH, DI*

Lago Vista ISD is committed to maintaining an alcohol- and drug-free environment and will not tolerate the use of alcohol and illegal drugs in the workplace and at school-related or school-sanctioned activities on or off school property.

Employees who use or are under the influence of alcohol or illegal drugs as defined by the Texas Controlled Substances Act during working hours may be dismissed.

The District's policy regarding employee drug use follows:

[http://pol.tasb.org/Policy/Download/1153?filename=DH\(LOCAL\).pdf](http://pol.tasb.org/Policy/Download/1153?filename=DH(LOCAL).pdf)

[http://pol.tasb.org/Policy/Download/1153?filename=DI\(LOCAL\).pdf](http://pol.tasb.org/Policy/Download/1153?filename=DI(LOCAL).pdf)

[http://pol.tasb.org/Policy/Download/1153?filename=DI\(XHIBIT\).pdf](http://pol.tasb.org/Policy/Download/1153?filename=DI(XHIBIT).pdf)

## **Tobacco Products and E-Cigarette Use**

### *Policies DH, GKA, FNCD*

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 is prohibited by law and punishable by a fine are displayed in prominent places in all school buildings.



## **Fraud and Financial Impropriety**

### *Policy CAA*

All employees should act with integrity and diligence in duties involving the District's financial resources. The District prohibits fraud and financial impropriety, as defined below. Fraud and financial impropriety includes 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**

### *Policies, DBD*

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

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

Employees should contact their supervisor for additional information.

## **Gifts and Favors**

### *Policy DBD*

Employees may not accept gifts or favors that could influence, or be construed to influence, the employee's discharge of assigned duties. The acceptance of a gift, favor, or service by an administrator or teacher that might reasonably tend to influence the selection of textbooks 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, which convey information to students or contribute to the learning process.

## **Copyrighted Materials**

### *Policy EFE*

Employees 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.). Rented videos are to be used in the classroom for educational purposes only. Duplication or backup of computer programs and data must be made within the provisions of the purchase agreement.

## **Associations and Political Activities**

### *Policy DGA*

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

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

Use of District resources, including work time, for political activities is prohibited.

## **Charitable Contributions**

### *Policy DG*

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

## **Safety**

### *Policy CK Series*

The District has developed and promotes a comprehensive program to ensure the safety of its employees, 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 employees, coworkers, and students and to protect and conserve district equipment, employees must comply with the following requirements:

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

Employees with questions or concerns relating to safety programs and issues can contact the Superintendent.

## **Possession of Firearms and Weapons**

*Policies FNCG, GKA*

Employees, visitors, and students, including those with a license to carry a concealed handgun, are prohibited from bringing firearms, knives, clubs or other prohibited weapons (i.e., taser or stun gun, or chemical dispensing devices used for personal protection, such as Mace or pepper spray) 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, employees who observe or suspect a violation of the district's weapons policy should report it to their supervisors or call the Superintendent's 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. Employees who observe an unauthorized individual on the District premises should immediately direct him or her to the building office or contact the administrator in charge.

## **Asbestos Management Plan**

*Policy CKA*

The District is committed to providing a safe environment for employees. An accredited management planner has developed an asbestos management plan for each school. A copy of the District's management plan is kept in the administration office and is available for inspection during normal business hours. Campus specific plans are in the principal's office on each campus.

## **Pest Control Treatment**

*Policies DI, CLB*

Employees are prohibited from applying any pesticide or herbicide without appropriate training and prior approval of the integrated pest management (IPM) coordinator. Any application of pesticide or herbicide must be done in a manner prescribed by law and the district's integrated pest management program. Notices of planned pest control treatment will be posted in a District building 48 hours before the treatment begins. Notices are generally located on exterior doors. Pest control information sheets are available from campus principals or facility managers upon request.

# **GENERAL PROCEDURES**

## **Absence from Duty**

*Policy DEC*

An employee shall submit a written request for discretionary use of state personal leave to the immediate supervisor or designee in advance. Employees who wish to request discretionary use of personal leave must do so at least 48 hours in advance. In deciding whether to approve or deny state personal leave, a supervisor shall not seek or consider the reasons for which an employee requests to use leave. However, the supervisor shall consider the effect of the employee's absence on the educational program or District operations, as well as the availability of substitutes. A supervisor will not approve the discretionary use of personal leave if more than 10% of the campus staff is absent or if he/she feels that the absence will have a substantially negative impact on the campus operations.

Requests for discretionary use of personal leave may be denied if an appropriate substitute cannot be arranged.

**Absence Due to Illness.** An employee must inform his/her supervisor as soon as he/she is aware of an impending absence. Teachers and other campus staff must report the absence through Aesop. Employees are asked to give at least 24 hours notice, if possible. Last minute, emergency substitute requests shall be made in Aesop and followed up with a phone call to the campus substitute coordinator and principal. Phone calls regarding emergency requests shall be made before 8:30 pm or after 6:00 am. Emergency substitute requests shall be made no later than the beginning of the employee's workday on the day of the absence. All campus absence requests must be submitted to:

**High School** Heather Sutton, Substitute Coordinator  
Heather Stoner, Principal

**Middle School** Sue Kunze, Substitute Coordinator  
Paul Thailing, Principal

**Intermediate School** Kristine Bell, Substitute Coordinator  
Stacie Davis, Principal

**Elementary** Christine Harris, Substitute Coordinator  
Michelle Jackson, Principal

Instructional staff must always inform the principal of an absence, regardless if a substitute has been arranged.

## **Bad Weather Closing**

The District may close schools because of bad weather or emergency conditions. When such conditions exist, the superintendent will make the official decision concerning the closing of the District's facilities. When it becomes necessary to open late or to release students early, all local media (radio and television) will be alerted and information will be posted on the district web site. Days missed due to closing will be made up at a later point in the year according to district calendar.

Lago Vista ISD utilizes ParentLink, a communication tool, to assist in these efforts. In addition to the standard radio and TV notification systems already in use, ParentLink enables the district to call the families of all students, as well as faculty and staff, in less than 5 minutes, if needed. Employees may also download a free ParentLink app from iTunes to receive push notifications.

It is important that phone numbers are kept up-to-date in the school's database so that these calls are accurate. If there is a change to your phone number, please contact the front office and report these changes as soon as they are known.

## **Building & Facility Use**

*Policies DGA, GKD*

Employees who wish to use district facilities after school hours must follow established procedures. The campus principal is the point of contact for use of school facilities after school hours. The athletic director is the point of contact for use of athletic facilities. The theater director is the point of contact for use of the Performing Arts Center. The administrative assistant to the superintendent is the point of contact for use of Viking Hall. Contact them to request to use facilities and to obtain information on the fees charged.

## Building and Classroom Care

We take pride in our facilities in Lago Vista ISD. Employees should be respectful of colleagues and set a good example for students by keeping classrooms and common areas neat and tidy.

We encourage teachers to create an inviting classroom environment. Decorations must be neatly displayed and may not present any safety hazards. To prevent damage to walls, all posters and decorations must be displayed using removable materials. Walls must not be stapled. Walls may not be painted without approval from the campus principal.

To conserve energy costs, the use of personal appliances (refrigerators, microwaves, etc.) should be limited. The location and description of these items must be reported to campus administration annually.

At the elementary campus, chairs should be stacked at the end of every school day. They should NOT be placed on tables.

**Summertime Preparation.** Teachers should pack up all personal and classroom materials prior to departure for the summer. As classrooms are emptied for waxing, it is important that all items are appropriately labeled with the teacher's name and room number to ensure that items return. Campuses are painted on a rotating basis. Teachers should expect to remove all materials from the walls during years the campus is being painted.

## Campus Safety

Any maintenance concerns related to campus safety should be reported immediately.

**Keys.** Keys will be checked out to employees for the entire school year. Employees must take great care not to lose keys. District keys may not be loaned or duplicated. Employees are responsible for replacing lost keys (\$25.00 per key).

Employees must ensure that all doors are properly secured. When exiting, teachers must ensure that classroom doors are locked. Staff members should secure closets, laptops, and other valuables at night. Any campus employee who suspects that a break-in has occurred in your room must notify the front office immediately.

Appropriate staff members are also provided an electronic swipe card to gain access to the building from the outside. Only administrative staff will have exterior keys. Employees must not loan exterior swipe cards to anyone. All employees are responsible for ensuring building security should they enter a building after hours. In the event that a staff member loans a swipe card, he/she is still responsible for any damages that might occur from the building not being properly secured.

**Campus Doors.** All exterior campus doors must remain locked and closed throughout the entire school day. On secondary campuses, select exterior doors are programmed to be opened during passing periods, but will lock when the tardy bell rings. Employees should ensure that exterior doors are promptly closed and secured. Never prop an exterior door open as it provides an opportunity for an intruder to enter the building or a child to leave unsupervised. Elementary classroom doors shall remain locked throughout the school day.

**Visitors.** The District welcomes visitors to our classrooms. Opening our doors and classrooms to parents is one way to share with the community the wonderful things that are happening in Lago Vista ISD. However, the presence of visitors must not disrupt instruction. All visits during instructional time are to be scheduled at least 24 hours in advance and must be approved by the principal or designee. Texas law prohibits unauthorized visitors in or around public schools.

**Guest Badges.** All visitors and volunteers on LVISD campuses must report to the front office to receive a visitor badge. Visitors and volunteers shall wear the tag provided by the office. If an employee sees a person on campus without a visitor badge, he/she shall politely request that visitor to report to the office. Also, that employee shall notify the front office.

## Communication

**Email.** District email is provided for teachers to use within the scope of their professional responsibilities. Anything written or received on district email is subject to open records requests. Employees shall exercise extreme caution when using electronic communication to relay student information. To protect student privacy in the event that an email is forwarded, it is recommended that employees use only initials when referring to a specific student. Campus or staff-wide emails should be reserved for professional purposes only and should be approved by the campus administrator. An employee shall be held to high professional standards in his or her use of District electronic communication. If an employee's use of electronic email violates state or federal law or District policy, or 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.

**Meetings.** Meetings will be scheduled to conduct business and share information. All attempts will be made to provide adequate notice of meetings. Furthermore, meeting facilitators should be mindful of starting and ending times.

Staff members are expected to attend all scheduled staff, grade-level, departmental, and other professional meetings--including PTO events. Staff should make arrangements to be present at all back-to-school, open house, and other annual evening events.

***Grade-Level/Department Meetings.*** Grade level and departments shall meet at least once a week to plan, share ideas, and analyze data. Meetings may be held during planning periods, before school, or after school. Team leaders/department chairs are responsible for emailing notes from meetings to the campus principal. Minutes should include discussion items, actions, concerns, needs, and celebrations. Campus principals will meet with teams and departments periodically, as needed.

***Campus Improvement Council.*** The Campus Improvement Council meets at least once a month at a time to be decided by the members of the committee. All meetings are open to the public. Agendas, sign-ins, and minutes must be submitted to and maintained by the campus principal.

***Campus Faculty Meetings.*** Campus faculty will meet weekly or bi-weekly. High school staff should reserve Wednesdays for bi-weekly faculty meetings. Middle School staff shall reserve Wednesdays from 3:45-4:30 for bi-weekly faculty meetings. Elementary staff shall reserve Wednesdays from 3:05-4:30 for weekly faculty meetings.

**Parent Communication.** Employees are encouraged to initiate positive communication with parents as soon as possible. Teachers are expected to contact parents any time a student is sent to the office for a discipline referral, or when a student is at-risk for failing a class for the school year. Parents will be sent a reminder every three weeks through our ParentLink system to check grades at progress-report intervals.

Phone calls, emails, and letters from parents that require a response should be returned within 24 hours.

Student report cards are distributed each 9 weeks. Progress reports are sent every 3 weeks for all students. Dates for report cards and progress reports may be found on the district calendar. Additional information regarding grades is printed in the Lago Vista ISD Grading Guidelines.

Employees should document all contact with parents. You are strongly encouraged to keep a written record documenting phone calls, notes, and conferences. Name, time, date, and nature of contact should all be documented.

**Staff Websites.** Teacher websites/LMS sites shall be up to date, including a calendar listing the dates of important assignments, quizzes, and tests. LVISD curriculum unit maps should be posted and available for parents and administrators. During walkthroughs, administrators should be able to access curriculum unit maps using the teacher's website of Google Drive.

**Staff Communication.** Campus principals will email regular staff bulletins/newsletters to ensure that faculty and staff are aware of campus events and information. Employees should check physical inboxes on a daily basis.

## Curriculum & Instruction

**Substitute Preparation.** Beginning the first week of school, each teacher shall have a substitute folder on file in the office. This folder shall contain information that will allow the substitute to function in the teacher's absence. The following items are suggested for inclusion in the folder:

Class roster	Name and room number of team members/nearby teachers
Current seating chart	Attendance procedures
Daily schedule	Special passes (nurse)
Daily Specials Rotation Schedule	Special class routines
Fire Drill, Lockdown Drill and Emergency Exit Procedures	Classroom management information
List of students who follow alternative schedules, special programs, or who have other documented needs, e.g., food allergies (first name and last initial only of these students)	Reliable students in each class
Location of all needed materials	Duty responsibilities (bus/car/playground/lunch/etc.)
PBIS Procedures	Special assignments
	End of day procedures: bus and car riders
	Updated list of method in which child goes home regularly

Substitute lesson plans should also include work for students to do in the event that teacher lesson plans are not available. If emergency plans include a worksheet for students to do, leave one copy of the worksheet in the folder and the office will make multiple copies. Teachers must review and update substitute folders at least once every nine weeks, whenever pertinent changes occur in the classroom, or when a substitute has used the plans.

**Tutorials.** Teachers shall provide tutorials before, during, or after school, as needed. It is recommended that teachers select a specified time and coordinate with other grade-level teachers. This will ensure that students have adequate opportunities to participate in tutorials across multiple content areas. Teachers shall communicate tutorial opportunities to parents and contact them directly when specific needs arise. Tutorials must be offered for students who are failing or are in danger of failing a subject.

**Retest/Reteach.** Students who receive an unsatisfactory grade may earn an opportunity to redo the assignment after completing a mandatory tutorial or teacher selected activity. Procedures for retest/reteach are outlined in the Lago Vista ISD Grading Guidelines.

**Textbooks.** The LVHS Assistant Principal is the Textbook Coordinator for the district. All questions regarding textbooks should be directed to him/her. Classroom teachers are responsible for the maintenance of all textbooks and are expected to maintain a Student/Textbook number record for all textbooks that are checked out to students. There will be a Google doc created to enter textbook information. When issuing textbooks to students, teachers shall note any damage to the book before issuing to students.

Upon completion of the textbook use, teachers will inspect the book and note any damage. If a student damages a book, he/she is expected to pay a fine. Students who damage or lose books should be sent to the office and the assistant principal will assess the fine or inform the student of the cost to replace a lost book.

If teachers need textbooks during the year, they should e-mail the assistant principal with amount and type of books needed. Requested books will be delivered as soon as possible. Textbooks must be covered at all times. Book covers are available in the book room.

Students must pay for any lost or damaged textbooks before new textbooks are issued. Students may use a textbook in the classroom if they lose or damage a book, but should not be allowed to take them home.

**Field Trips.** Field trips are a valuable part of the educational program and are budgeted for by grade-level/department. The purpose of any field trip must be justified by course curriculum and be explicitly aligned to state content standards. Field trips are limited to one per year for grades K-8. The campus principal must approve special circumstances.

To initiate the field trip request, a team leader/department chair must inform the campus principal in writing of proposed dates and locations for trip and request permission via email. This process should begin at least 2 weeks prior to the proposed date of the field trip. Upon approval from principal, the field trip organizer must submit a transportation request and a request for a check to the principal, if necessary. This should be requested at least two weeks in advance. The field trip organizer must also notify cafeteria, front office, and other grade-levels that students will be off campus. All teachers should check with school nurse for medication and any health issues.

Teachers are to make arrangements for trips through team leaders/department chairs. Please verify that a waiver of liability for each student is on file with the office before participating in any field trip. Parents should return an updated emergency contact form for each trip. This ensures that parents have been notified that their child is off campus and that teacher has updated emergency information.

**Instructional Videos.** Well-selected instructional videos have the ability to enrich and support learning objectives. It is crucial that any selections meet high standards for quality in format, content, and production. It is expected that the classroom teacher preview any material prior to showing it in class. R rated materials will not be shown in LVISD. All videos must have clear alignment to state standards. Movie clips may be shown only if they are pertinent to lesson content. Teachers shall obtain permission from the campus principal prior to showing any clips longer than 15 minutes in length.

**Classroom Celebrations.** Teachers shall obtain permission from the campus principal prior to holding any classroom celebrations. Classroom celebrations are only acceptable when they are tied to specific learning outcomes. Teachers should consult federal guidelines for nutrition prior to allowing food consumption in class.



## **Emergencies**

### *Policy CKC, CKD*

All employees should be familiar with the evacuation diagrams posted in their work areas. Fire, tornado, and other emergency drills will be conducted to familiarize employees and students with evacuation procedures. Fire extinguishers are located throughout all district buildings. Employees should know the location of the extinguishers nearest their place of work and how to use them.

## **Fundraisers**

### *Policy FJ*

Fundraising activities by student groups and/or for school-sponsored projects shall be allowed, with prior administration approval and under the supervision of the project sponsor, for students in all grades. All fundraising projects shall be subject to the approval of the principal. Student participation in approved fund-raising activities shall not interfere with the regular instructional program. Funds raised shall be received, deposited, and disbursed in accordance with policy CFD(LOCAL).

Students representing their school may participate in charitable institution and community drives. Such participation, which shall be on a strictly voluntary basis and shall not disrupt the regular school day, shall be open to students in all grades. No outside organizations, commercial enterprises, or individuals may solicit contributions from students within the school. Charitable organizations shall be allowed to place collection boxes in the school buildings, provided no pressure to contribute is exerted on the students at any time.

The collection of monies that takes the time of the students or teachers during school hours is strictly forbidden, unless the monies collected represent payment for school lunches, monies that will benefit the school or its students, or other authorized fees.

## **Personnel Records**

### *Policy GBA*

Most District records, including personnel records, are public information and must be released upon request. Employees may choose to have the following personal information withheld:

- Address
- Phone number
- Personal cell phone number
- Personal email address
- Information that reveals whether they have family members

The choice to not allow public access to this information may be made at any time by submitting a written request to Joy Smith in the administration building. New or terminating employees have 14 days after hire or termination to submit a request. Otherwise, personal information will be released to the public.

**Name and Address Changes.** It is important that employment records be kept up to date. Employees must notify Joy Smith in the personnel office if there are any changes or corrections to their name, home address, home telephone number, marital status, emergency contact, or beneficiary. Forms to process a change in personal information can be obtained from the personnel office or downloaded from the Human Resource page on the District website.

## **Purchasing Procedures**

### *Policy CH*

All requests for purchases must be submitted to the campus principal or immediate supervisor on an official district purchase order (PO) form with the appropriate approval signatures. No purchases, charges, or commitments to buy goods or services for the district can be made without a PO number. The District will not reimburse employees or assume responsibility for purchases made without authorization. Employees are not permitted to purchase supplies or equipment for personal use through the District's business office. Contact the purchasing office for additional information on purchasing procedures.

## **Student Attendance Reporting**

### *Policy FEB*

The Superintendent, principals, and teachers are responsible to the Board and the state to maintain accurate, current attendance records.

**High School Campus.** Attendance is taken 10 minutes into a 90-minute classes, 5 minutes into 50-minute classes and at 10:00am. Attendance is not to be taken prior to that time. Attendance must be taken every period, every day, without exception. When a student returns to school after an absence, the student will turn in a written note, signed by their parent, to the front office.

**Middle School Campus.** Attendance is taken 5 minutes after the beginning of each period and at 10:00 a.m. Attendance is not to be taken prior to that time. Attendance must be taken every period, every day, without exception. When a student returns to school after an absence, the student will turn in a written note, signed by their parent, to the front office.

**Intermediate Campus.** Attendance is taken each day at 9:50am. Attendance is not to be taken prior to that time. A student is present for the day if he/she is in attendance at 9:50am. Attendance is to be taken every day, without exception. When a student returns to school after an absence, the student will turn in a written note, signed by their parent, to the classroom teacher.

**Elementary Campus.** Attendance is taken each day at 9:50am. Attendance is not to be taken prior to that time. A student is present for the day if he/she is in attendance at 9:50am. Attendance is to be taken every day, without exception. When a student returns to school after an absence, the student will turn in a written note, signed by their parent, to the classroom teacher. Attach this note and put it with items to be picked up by office staff.

## **Student Grading**

### *Policy EIA*

Policy requires the District to adopt a grading policy, including provisions for the assignment of grades on class assignments and examinations, before each school year. The District Grading policy:

- Must require a classroom teacher to assign a grade that reflects the student's relative mastery of an assignment;
- May not require a classroom teacher to assign a minimum grade for an assignment without regard to the student's quality of work; and
- May allow a student a reasonable opportunity to make up or redo a class assignment or examination for which the student received a failing grade.

Classroom teachers will follow the Lago Vista ISD Grading Guidelines. Grades must be entered into the District grade book program on a weekly basis. Posted grades can and will be viewed by parents.

**New Students.** Students entering LVHS from another school must have their grades transferred to the LVISD gradebook system. Without this information, the student will not receive an end-of-year grade for a course. Teachers are responsible for entering these transfer grades into the system. In cases where students transfer from a school on a 6-week grading period, teachers will weigh the transfer grade appropriately. In cases where students transfer from a school that uses letter grades, the following scale will be used:

A+=97	B+=87	C+=79	D+=74	F=69 or below
A =94	B =84	C = 77	D=72	
A-=90	B-=80	C-=75	D=70	

## Supervision of Students

Lago Vista ISD students must be under the direct supervision of an agent of the school at all times. Employees are responsible for ensuring the safety of students and must never allow a student to be injured or lost as a result of inadequate supervision. The classroom teacher must know the location of any student for whom he/she is responsible. Students who leave the supervision of the responsible teacher must do so only with appropriate documentation. Under no circumstances should a class be left unattended.

**Duty.** Campus principals will assign duty to employees to ensure appropriate student supervision during periods of transition, such as arrival, lunch, and dismissal. Employees are expected to arrive on time to assigned duty stations. In the event that an employee is unable to be present at an assigned duty station, he/she is responsible for arranging coverage.

**Hallways.** Students should not be in the hallways during class periods without a hall pass. During passing periods on secondary campuses, teachers are expected to be in the hallways or at their doors greeting students upon entry into their classroom.

**Recess.** Teachers should station themselves around the playground/common areas in a manner that ensures all areas are adequately supervised. At elementary campuses, a map outlining teacher stations during recess must be submitted to the principal by each grade level within the first two weeks of school.

**Students Staying After School.** If a teacher/coach keeps students after school, he/she must always inform the parent or guardian by phone call or acknowledged written message and make sure that arrangements have been made for the student to get home. Employees may never leave an unsupervised child at school at the end of the day.

Staff members' children are to be supervised at all times, as well. If an employee's children stay after school, they are to be closely monitored.

**Student Assistance with Physical Tasks.** Employees must be ever mindful of our responsibility for ensuring student wellbeing and must not ever put a student in a position that might jeopardize his/her health or safety. Employees should not ask a student to perform any task without appropriate supervision and without strong consideration for the student's mental and physical capacity. Employees should not allow elementary students to move televisions/television stands, lunchroom tables, or other heavy equipment/objects.

**Students Leaving Early.** If a student leaves his/her campus during the school day, he/she must be checked out with approval that is granted through the school office. The front office staff is responsible for ensuring that a student leaves campus with the appropriate parent/guardian permission. Furthermore, as appropriate, front office staff are responsible for ensuring that a student is picked up only by an approved adult. Under no circumstances shall a student be allowed to leave campus without approval from the front office.

**Elementary and Intermediate Transportation Changes.** All notes and emails regarding transportation changes should be sent to the office at the beginning of the day. The front office will enter the transportation change into a database and a transportation change will be created. These paper transportation change forms will be delivered by the specified time each day. It is the teacher's responsibility to ensure that each student receives his/her change and goes home the correct way each day.

Transportation changes will only be accepted during the specified time periods. After that, the campus principal must approve all transportation change requests. Only emergency situations will be approved. Students must never be allowed to leave the building with someone who is not listed on their contact list without express permission from a parent or guardian.

**Elementary Student Dismissal.** Kindergarteners and first graders are picked up in the back of the school on Civic Drive. Second through third graders are picked up in the back of the school off Travis Drive. If a parent is picking up more than one student, the oldest child should join the youngest child's group so that the students are picked up together.

All parents should display a large name card on their car's visor. This card should have the child's first name, last name, and grade level on it. For safety reasons, parents are not allowed to get out of their vehicles to retrieve their students from the car rider line. In the front of the school the buses will be parked in the circular drive to load students. They will NOT move the buses for drivers of cars parked in this parking lot.

Parents are not permitted to retrieve their child from the bus or walk out of the school with them until they receive a checkout pass from the front office. This pass alerts the bus driver and/or teacher that it is safe to remove the child from the bus or campus. Parents must have a driver's license or state ID to check out a student.

Any child that has not been picked up will be in the front office. Parents must come to the office and sign them out. Siblings are not allowed to stay and wait for a child attending after school activities.

## TERMINATION OF EMPLOYMENT

### Resignations

#### *Policy DFE*

**Contract Employees.** Contract employees may resign their position without penalty at the end of any school year if written notice is received 45 days before the first day of instruction of the following school year. A written notice of resignation should be submitted to the campus principal or direct supervisor. Contract employees may resign at any other time only with the approval of the superintendent or the board of trustees. Resignation without consent may result in disciplinary action by the Texas Education Agency.

The Superintendent will notify SBEC when an employee resigns and reasonable evidence exists to indicate that the employee has engaged in any of the acts listed in Reports to the Texas Education Agency.

**Non-contract Employees.** Noncontract employees may resign their positions at any time. A written notice of resignation should be submitted to campus principal or supervisor at least two weeks prior to the effective date. Employees are encouraged to include the reasons for leaving in the letter of resignation but are not required to do so.

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

*Policies DFAA, DFAB, DFBA, DFBB, DFCA, DFD, DFFA, DFFB, DFFC, and DFF*

Employees on probationary, term, and continuing contracts can be dismissed during the school year or non-renewed at the end of the year according to the procedures outlined in District policies. Contract employees dismissed during the school year, suspended without pay, or subject to a reduction in force are entitled to receive notice of the recommended action, an explanation of the charges against them, and an opportunity for a hearing. The time lines and procedures to be followed when a suspension, termination, or nonrenewal occurs will be provided when a written notice is given to an employee.

Advance notification requirements do not apply when a contract employee 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 employees or in the policy manuals located at the administration building.

## **Dismissal of noncontract employees**

*Policy DCD*

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

## **Exit Interviews and Procedures**

*Policy DC*

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

## **Reports Concerning Court-Ordered Withholding**

The District is required to report the termination of employees that are under court order or writ of withholding for child support or spousal maintenance 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;
- Employee's last known address; and
- Name and address of the employee's new employer, if known.

## **Reports to Texas Education Agency**   ★ Update!

*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 evidence that the employee was involved in any of the following:

- Any form of sexual or physical abuse of a minor, or any other unlawful conduct with a student or a minor;
- Soliciting or engaging in sexual contact or a romantic relationship with a student or minor;
- 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; or
- 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 evidence 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 that is obtained by a means other than the Fingerprint-based Applicant Clearinghouse of Texas (FACT).

# STUDENT ISSUES

## Equal Educational Opportunities ★ Update!

*Policies FB, FFH*

The Lago Vista ISD does not discriminate on the basis of race, color, religion, national origin, sex, 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 of students on any of the bases listed above should be directed to the Superintendent.

## Student Records

*Policy FL*

Student records are confidential and are protected from unauthorized inspection or use. Employees should take precautions to maintain the confidentiality of all student records.

The following people are the only people who have general access to a student's records:

- Parents Married, separated, or divorced unless parental rights have been legally terminated and the school has been given a copy of the court order terminating parental rights
- The student: The rights of parents transfer to a student who turns 18 or is enrolled in an institution of post-secondary education. A district is not prohibited from granting the student access to the student's records before this time.
- School officials with legitimate educational interests

The student handbook provides parents and students with detailed information on student records. Parents or students who want to review student records should be directed to the campus secretary 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 teachers 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 employees can administer prescription medication, nonprescription medication, and herbal or dietary supplements to students. Exceptions apply to the self-administration of asthma medication, medication for anaphylaxis (e.g., EpiPen®), and medication for diabetes management, if the

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

## **Psychotropic Drugs**

*Policy FFAC*

A psychotropic drug is a substance used in the diagnosis, treatment, or prevention of a disease or as a component of a medication. It is intended to have an altering effect on perception, emotion, or behavior and is commonly described as a mood- or behavior-altering substance. District employees are prohibited by state law from doing the following:

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

## **Student Conduct and Discipline**

*Policies in the FN series and FO series*

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

## **Discipline Referrals**

*Policy FOA*

At times, it is necessary to send a student to the office for disciplinary reasons. Please reference the campus discipline matrix for specific information on infractions and consequences. All students sent to the office to be disciplined must have an office referral. The only exception would be an emergency situation where a student required immediate removal. If a student is sent to the front office, it is the responsibility of the teacher to notify the parent that the student was sent to the office and to the nature of the referral.

Teachers shall not send students to the office for repeated minor classroom disruptions unless the parent(s) have been notified of the problem. It is expected that teachers communicate any and all discipline concerns with parents before they escalate into larger issues.



## **Dress Code**

### *Policy FNCA*

The student dress code is outlined in the LVISD Student Handbook, with authority provided through local board policy. It is an expectation that employees enforce the dress code. If a teacher has student who is not in compliance with the dress code, that student should be sent to the front office. Campus administration will either provide students with clothing that meets the dress code or notify parents to bring appropriate clothes for the student. A copy of the dress code is included in the student handbook and is posted online at [www.lagovistaisd.net](http://www.lagovistaisd.net).

## **Student Attendance**     ★ Update!

### *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.

## **Bullying**

### *Policy FFI*

All employees are required to report student complaints of bullying to the campus principal. The District's policy that includes definitions and procedures for reporting and investigating bullying of students is may be accessed at: [http://pol.tasb.org/Policy/Download/1153?filename=FFI\(LOCAL\).pdf](http://pol.tasb.org/Policy/Download/1153?filename=FFI(LOCAL).pdf)

## **Hazing**

### *Policy FNCC*

Students must have prior approval from the principal or designee for any type of "initiation rites" of a school club or organization. While most initiation rites are permissible, engaging in or permitting "hazing" is a criminal offense. Any teacher, administrator, or employee who observes a student engaged in any form of hazing, which 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.

Last Name: \_\_\_\_\_

**Lago Vista Independent School District  
2016-2017  
Request for Paper Copy of the Employee Handbook**

Name \_\_\_\_\_

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

Employees have the option of receiving the handbook in electronic format or hard copy.  
*The electronic version of the handbook can be found on the District's website on the Human Resources page and on the Publications and Forms page.*

At the beginning of each school year, employees will submit an electronic form acknowledging the following:

*I have received an electronic copy of the Lago Vista ISD Employee Handbook. I agree to read the handbook and abide by the standards, policies, and procedures defined or referenced within the handbook.*

*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 booklet. As the district provides updated policy information, I accept responsibility for reading and abiding by the changes.*

*I understand that this handbook intends no modifications to contractual relationships or alterations of at-will employment relationships.*

*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 campus principal if I have questions or concerns or need further explanation.*

Employees do have the option to receive a paper copy of the Lago Vista ISD Employee Handbook. If you wish to receive a paper copy of the handbook, please print this form and indicate your choice below:

- I have received the employee handbook in electronic format and have accepted responsibility for accessing the handbook according to the instructions provided. I also choose to receive a hard copy of the employee handbook.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

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

# Appendix A: 2016-2017 Red X Calendar

Lago Vista ISD

## 2016-2017 Academic Calendar (RED X DAYS)

August 2016						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	X	X	X	X	X	20
21	X	[23	24	25	26	27
28	29	30	31			

September 2016						
Su	M	Tu	W	Th	F	S
				1	X	3
4	5	X	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October 2016						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	X	11	12	13	14	15
16	17	18	19	20	21	22
23	[24	25	26	27	28	29
30	31					

November 2016						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	X	19
20	21	22	23	24	25	26
27	X	29	30			

December 2016						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	X	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 2017						
Su	M	Tu	W	Th	F	S
1	X	3	4	5	6	7
8	9	10	X	X	X	14
15	X	[17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2017						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	X	21	22	23	24	25
26	27	28				

March 2017						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	X	X	X	X	X	11
12	13	14	15	16	17	18
19	X	21	22	23	24	25
26	[27	X	X	X	X	

April 2017						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	X	14	15
16	X	18	19	20	21	22
23	24	25	26	27	28	29
30						

May 2017						
Su	M	Tu	W	Th	F	S
	X	X	X	X	X	6
7	X	X	X	X	X	13
14	15	16	17	18	19	20
21	22	X	X	X	X	27
28	29	X	X			

June 2017						
Su	M	Tu	W	Th	F	S
				X	X	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

- Staff/Student Holiday
- Staff Development (No Students)
- Early Release
- First & Last Day of School
- [ ] Beginning/End of 9 Weeks

**August 2016**  
 Aug 15-19 Staff Development (No Students)  
 Aug 22 Staff Work Day (No Students)  
 Aug 23 First Day of School

**September 2016**  
 Sept 5 Labor Day, Staff/Student Holiday

**October 2016**  
 Oct 10 Columbus Day, Staff Development (No Students)  
 Oct 28 Early Release - Parent/Teacher Conferences

**November 2016**  
 Nov 21-25 Thanksgiving Break

**December 2016**  
 Dec 16 Early Release  
 Dec 19 - 30 Christmas Break

**January 2017**  
 Jan 2 Staff Work Day (No Students)  
 Jan 13 First Semester Ends  
 Jan 16 Staff Work Day (No Students)  
 Jan 17 Second Semester Begins  
 Jan 27 Early Release - Parent/Teacher Conferences

**February 2017**  
 Feb 20 President's Day, Staff Development (No Students)

**March 2017**  
 Mar 13-17 Spring Break

**April 2017**  
 Apr 14 Good Friday, Staff/Student Holiday

**May 2017**  
 May 25 Last Day of School  
 Early Release  
 May 26 Staff Work Day (No Students)  
 Graduation  
 May 29 Memorial Day, Staff Holiday  
 May 30-31 Staff Development

**June 2017**  
 June 1-2 Staff Development Exchange Days

Grading Periods		
<b>1<sup>st</sup> 9 Weeks:</b>	August 22 – October 21	42 Instructional Days
<b>2<sup>nd</sup> 9 Weeks:</b>	October 24 – January 13	44 Instructional Days
<b>3<sup>rd</sup> 9 Weeks:</b>	January 17 – March 24	43 Instructional Days
<b>4<sup>th</sup> 9 Weeks:</b>	March 27 – May 25	43 Instructional Days
<b>172 Instructional Days</b>		
4 Early Release Days	420	1,680 minutes
168 Regular Days	435	73,080 minutes
5 PD Waiver Days	420	2,100 minutes
<b>Total</b>		<b>76,860 minutes</b>
<ul style="list-style-type: none"> <li>• 75,600 required by the State</li> <li>• 1260 minutes over (3 days)</li> <li>• No Bad Weather Days needed</li> </ul>		