



Employee Handbook

2021-2022

Joshua Independent School District does not discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, gender, pregnancy, national origin, age, disability, military status, genetic information, or any other basis prohibited by law.

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Introduction

The purpose of this handbook is to provide information that will help with questions and pave the way for a successful year. This handbook does not replace nor serve as a substitute for the District's board-adopted policy manual, which contains all official policies that govern the operation of the District and employment in the District. Not all district policies and procedures are included. Those that are, have been summarized. Suggestions for additions and improvements to this handbook are welcome and may be sent to the Human Resources Department.

This handbook is neither a contract nor a substitute for the official district policy manual. Nor is it intended to alter the at-will status of noncontract employees in any way. Rather, it is a guide to and a brief explanation of district policies and procedures related to employment. These policies and procedures can change at any time; these changes shall supersede any handbook provisions that are not compatible with the change. All District employees serve on an at-will basis unless they have received and electronically signed a written contract authorized by the board of trustees or a written employment agreement authorized by the board of trustees or the superintendent. For more information, employees may refer to the policy codes that are associated with handbook topics, confer with their supervisor, or call the appropriate district office. District policies can be accessed online at www.joshuaisd.org.

NOTE: All employees are required to read the Employee Handbook and electronically sign the Employee Handbook Receipt located on the For Staff page.

1. Go to the districts website at www.joshuaisd.org. Click For Staff > Employee Handbook. Please review the handbook in its entirety.
2. Log in to your Frontline account. Click for Staff > Frontline.
 - a. Enter your user name and password.
 - b. Click "forms in your Inbox"
 - c. Sign, date and hit submit for completion.

Employee Handbook Receipt – 2021-2022

The Employee Handbook and the Employee Handbook Receipt are located on the District’s website. All employees are required to read the handbook and digitally sign the receipt in their Frontline account. The receipt states: I hereby acknowledge receipt of information that the Joshua ISD Employee Handbook is available to me on the District’s website at www.joshuaisd.org under the “For Staff” tab. I agree to read the handbook and abide by the standards, policies, and procedures defined or referenced in this document. I also understand that I may access the policies, including employment policies online at www.joshuaisd.org by clicking on the District tab then Board Policies.

I understand that by acknowledging receipt of the Employee Handbook, I also acknowledge receipt of the Joshua ISD Technology Acceptable Use Guidelines. I agree to read the guidelines and abide by them.

I understand that each campus library and administrative department has Internet access. I understand that I may print the handbook from the website or call the Human Resources Department at 817-202-2500 to request a paper copy.

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

I understand that no modifications to contractual relationships or alterations of at-will employment relationships are intended by this handbook. I understand that I have an obligation to inform the Human Resources Department, my supervisor, and the State Board of Educator Certification (if applicable) of any changes in personal information, such as name, phone number, address, etc. I also accept responsibility for contacting my supervisor or the Human Resources Department if I have questions or need further explanation.

By completing the Employee Handbook Receipt through my Frontline account, I agree that my typed name shall serve as my digital signature. By submitting my digital signature I agree that I have read and understand this notice and acknowledge receipt and understanding of the Joshua ISD Employee Handbook.

District Information

Description of the District

Joshua Independent School District, which was established in 1902, encompasses 76 square miles in the Burleson, Crowley, Joshua, Egan and Cleburne communities of Johnson County. The District is accredited by the Texas Education Agency. Serving a student population of approximately 5,550, Joshua strives to provide a variety of quality educational opportunities in an outstanding instructional program for pre-kindergarten through twelfth grade.

Joshua's Board of Education and Administration constantly seek to improve our excellent school system, encouraging and welcoming involvement from all parents, patrons and residents. Involvement from senior citizens, civic organizations, and industry is sought in order to provide the best.

JISD instructional programs are designed to meet individual needs and maximize student success. The JISD grade alignment includes five elementary campuses with grades PK-5; two middle school campuses with grades 6-8; and two high schools with grades 9-12. Curricular offerings include remedial, regular, advanced, and honors courses. Programs for special populations include At-Risk, Drug-Free, Title 1, English as a Second Language, Bilingual Education, Gifted and Talented, Special Education, and Career and Technology Education (CTE).

District Map

District maps are available at the Joshua ISD Administration Building and in each campus office.

Vision Statement/Mission Statement/District Moto/Core Values

Policy AE

Vision Statement: Joshua ISD will be a highly acclaimed model of educational excellence.

Mission Statement: Joshua ISD develops productive citizens of exceptional character who are lifelong learners.

District Moto: "Excellence...For All...From All"

Core Values

1. Joshua ISD provides a safe and orderly environment.
2. Joshua ISD students set goals and achieve high levels of success.
3. Joshua ISD effectively and efficiently manages resources to promote student success.
4. Joshua ISD is a source of pride and unity for students, staff, parents and community.

Board of Trustees

Policies BA, BB series, BD series, BE series

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

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

Board of Trustees

Ronnie Galbreath	President
Myra Pruitt	Vice President
Gene Loflin	Secretary
Charles Hudgens	
Cody Lee	
Kevin Lee	
Nini Wilson	

The board usually meets the 3rd Monday of each month at 6:30 p.m. (workshop at 5:30 p.m.) in the Board of Trustees Room at the Joshua ISD Administration building located at 310 E. 18th Street in Joshua. Special meetings may be called when necessary. A written notice of regular and special meetings will be posted on the district website at www.joshuaisd.org and at the Joshua ISD Administration building 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 one-hour notice.

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

Board Meeting Schedule for 2021-2022

July 19	October 18	January 17	April 18
August 16	November 15	February 21	May 16
September 20	December 20	March 28	June 20

Administration

[Appendix A](#)

District Leadership Team

Fran Marek	Superintendent
Jo Lynn Augsburger	Chief Academic and Technology Officer
Rebecca Metzger	Chief Financial Officer
Holly Stambaugh	Chief Human Resources Officer
Corey Hickerson	Chief Administrative Services Officer

School Calendar

The board of trustees approves the District's official calendar for the following school year.

[2021-2022 School Calendar](#)

School Directory

[Appendix B](#)

Employment

Equal Employment Opportunity

Policies DAA, DIA

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

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

The district designates and authorizes the following employee as the Title IX coordinator for employees to address concerns or inquiries regarding discrimination based on sex, including

sexual harassment: Fran Marek, Superintendent, 310 E. 18th Street, Joshua, TX 76058, fmarek@joshuaisd.org, 817-202-2500, ext. 1010. Reports can be made at any time and by any person, including during non-business hours, by mail, email, or phone. During district business hours, reports may also be made in person.

The district designates and authorizes the following employee as the ADA/Section 504 coordinator for employees for concerns regarding discrimination on the basis of a disability: Elizabeth Rosatelli, Associate Director of Special Services, 310 E. 18th Street, Joshua, TX 76058, stuckeyn@joshuaisd.org, 817.202-2500, ext. 1002.

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

Job Vacancy Announcements

Policy DC

Announcements of job vacancies by position and location are posted on a regular basis to the district's website at www.joshuaisd.org.

Employment after Retirement

Policy DC

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

Contract and Noncontract Employment

Policy DC series

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

Probationary Contracts. Registered nurses and full-time professional employees new to the district and employed in positions requiring SBEC certification must receive a probationary contract during their first year of employment. Former employees who are hired after a two-year lapse in district employment or employees who move to a position requiring a new class of

certification may also be employed by probationary contract. Probationary contracts are one-year contracts. Under TEC 21.102(b) 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. However, Joshua ISD is a District of Innovation so a teacher with five or more years of teaching experience who is hired to teach in Joshua ISD could receive a probationary contract for three years.

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 registered nurses will be employed by term contracts after they have successfully completed the probationary period. The terms and conditions of employment are detailed in the contract and employment policies. All employees will receive a copy of their contract in their frontline account. Employment policies can be accessed online or copies will be provided upon request.

Noncertified Professional and Administrative Employees. Employees in professional and administrative positions that do not require SBEC certification (such as non-instructional administrators) are employed on non-Chapter 21 contracts, not to be governed by Chapter 21 of the Education Code, the following positions: Chief Financial Officer, Chief Human Resources Officer, Associate Director of Operations, Associate Director of Technology, Director of Child Nutrition and Director of Purchasing.

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, not prohibited by law, by either the employee or the district.

Issuance of Contracts. Administrator contracts will be issued annually following the March monthly scheduled school board meeting. Teacher, professional and other non-Chapter 21 contracts will be issued annually following the April monthly scheduled school board meeting.

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 Human Resources in a timely manner. Employees licensed by the Texas Department of Licensing and Regulations (TDLR) must notify the Chief Human Resources Officer when there is action against, or revocation of, their license.

A certified employee's contract may be voided without Chapter 21 due process and employment terminated if the individual does not hold a valid certificate or fails to fulfill the requirements necessary to renew or extend a temporary certificate, emergency certificate, probationary certificate, or permit. A contract may also be voided if SBEC suspends or revokes certification because of an individual's failure to comply with criminal history background checks. Contact Human Resources (extension 1005) if you have any questions regarding certification or licensure requirements.

JISD Certification Requirement

Elementary Procedure:

All elementary classroom teachers including Special Education teachers must have an ESL certification.

Secondary Procedure:

All secondary English Language Arts and Special Education (self-contained) teachers must have ESL certification.

PK/Special Education Certification Requirement:

All Prekindergarten classroom teachers, with the exception of Prekindergarten teachers in bilingual classrooms, must have special education certification.

Elementary Behavior Room Certification Requirement:

All elementary teachers assigned to the campus behavior classroom must have Special Education EC-12 certification and Elementary Generalist certification. Newly hired Elementary Behavior teachers must have a Special Education (EC-12), ESL and an Elementary Generalist Certification.

Special Education Life Skills Requirement:

All Special Education teachers in a Life Skills classroom must have an Elementary Generalist and an ESL Certification.

Special Education Elementary Requirement:

All elementary special education teachers must have an Elementary Generalist and an ESL Certification.

Special Education Middle School Requirement:

All secondary middle school special education teachers must have a Generalist (4-8) or a Core (4-8) certification.

Recertification of Employment Authorization

Policy DC

At the time of hire all employees must complete the Employment Eligibility Verification Form (Form I-9) and present documents to verify identity and employment authorization.

Employees whose immigration status, employment authorization, or employment authorization documents have expired must present new documents that show current employment authorization. Employees should file the necessary application or petition sufficiently in advance to ensure that they maintain continuous employment authorization or valid employment authorization documents. Contact Human Resources (extension 1005) if you have any questions regarding reverification of employment authorization.

Searches and Alcohol and Drug Testing

Policy CQ, DHE

Non Investigatory searches in the workplace including accessing an employee's desk, file cabinets, or work area to obtain information needed for usual business purposes may occur when an employee is unavailable. Therefore, employees are hereby notified that they have no legitimate expectation of privacy in those places. In addition, the district reserves the right to conduct searches when there is reasonable cause to believe a search will uncover evidence of work-related misconduct. Such an investigatory search may include drug and alcohol testing if the suspected violation relates to drug or alcohol use. The district may search the employee, the employee's personal items, and work areas including district-owned technology resources, lockers, and private vehicles parked on district premises or work sites or used in district business.

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 if their duties include driving a commercial motor vehicle.

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

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

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

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

Employees with questions or concerns relating to alcohol and drug policies and related educational material should contact Fran Marek, Superintendent (extension 1010).

Health Safety Training

Policies DBA, DMA

Certain employees who are involved in physical activities for students must maintain and submit health safety training to the district. Certification or documentation of training must be issued by the American Red Cross, the American Heart Association, or another organization that provides equivalent training and certification. Employees subject to this requirement must submit their certification or documentation to the Chief Administrative Services Officer (extension 1032) by the first day of school.

School nurses and employees with regular contact with students must complete a Texas Education Agency approved, online training regarding seizure disorder awareness, recognition, and related first aid.

Reassignments and Transfers

Policy DK

All personnel are subject to assignment and reassignment by the superintendent or designee when the superintendent or designee determines that the assignment or reassignment is in the best interest of the district. Reassignment is a transfer to another position, department, or facility that does not necessitate a change in the employment contract. Campus reassignments must be approved by the principal at the receiving campus except when reassignments are due to enrollment shifts or program changes. Extracurricular or supplemental duty assignments may be reassigned at any time unless an extracurricular or supplemental duty assignment is part of a dual-assignment contract. Employees who object to a reassignment may follow the district process for employee complaints as outlined in this handbook and district policy DGBA (Local).

An employee with the required qualifications for a position may request a transfer to another campus or department. 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.

Workload and Work Schedules

Policies DEAB, DK, DL

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

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

Paraprofessional and Auxiliary Employees. Support employees are employed at will and receive notification of the required duty days, holidays, and hours of work for their position on an annual basis. Paraprofessional and auxiliary employees must be compensated for overtime and are not authorized to work in excess of their assigned schedule without prior approval from their supervisor. See Overtime Compensation on page 19 for additional information.

Breaks for Expression of Breast Milk

Policies DEAB, DG

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

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

Notification to Parents Regarding Qualifications

Policies DK, DBA

In schools receiving Title I funds, the district is required by the Every Student Succeeds Act (ESSA) to notify parents at the beginning of each school year that they may request information

regarding the professional qualifications of their child’s teacher. ESSA also requires that parents be notified if their child has been assigned or taught for four or more consecutive weeks by a teacher who does not meet applicable state certification or licensure requirements.

Texas law requires that parents be notified if their child is assigned for more than 30 consecutive instructional days to a teacher who does not hold an appropriate teaching certificate. This notice is not required if parental notice under ESSA is sent. Inappropriately certified or uncertified teachers include individuals on an emergency permit (including individuals waiting to take a certification exam) and individuals who do not hold any certificate or permit. Information relating to teacher certification will be made available to the public upon request. Employees who have questions about their certification status can call Human Resources (extension 1005).

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

Policy DN series, DP

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

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

Second Appraisal Procedures

[Appraisal Procedures](#)

Appraisal Calendar

[Appraisal Procedures and Calendar](#)

Employee Involvement

Policies BQA, BQB

At both the campus and district levels, Joshua 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 Joshua ISD Administration.

Staff Development

Policy DMA

Staff development activities are organized to meet the needs of employees and the district. Staff development for instructional personnel is predominantly campus-based, related to achieving campus performance objectives, addressed in the campus improvement plan, and approved by a campus-level advisory committee. Staff development for noninstructional personnel is designed to meet specific licensing requirements (e.g., bus drivers) and continued employee skill development.

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

Compensation and Benefits

Salaries, Wages, and Stipends

Policies DEA, DEAA, DEAB

Employees are paid in accordance with administrative guidelines and an established pay structure. The district's pay plans are reviewed by the administration each year and adjusted as needed. All district positions are classified as exempt or nonexempt according to federal law. Professional employees and academic administrators are generally classified as exempt and are paid monthly salaries. They are not entitled to overtime compensation. Other employees are generally classified as nonexempt and are paid an hourly wage or salary and receive compensatory time or overtime pay for each hour worked beyond 40 in a workweek. (See *Overtime Compensation*, page 19.)

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

who perform extracurricular or supplemental duties may be paid a stipend in addition to their salary according to the district's extra-duty pay schedule.

Employees should contact Payroll (extension 1003) for more information about the district's pay schedules or their own pay.

Paychecks

All employees are paid monthly. Paychecks or paystubs will not be released to any person other than the district employee named on the check without the employee's written authorization.

To print your pay stub find direction on the Human Resources Department page under New Employee Information > How to print your pay stub.

Automatic Payroll Deposit

Paychecks will be electronically deposited into the employee's financial institution of their choice. With automatic payroll deposit, an employee's pay is immediately available on the pay date. If there is a change in the direct deposit, it is the employee's responsibility to submit a direct deposit change through Frontline no later than 1st of each month.

The schedule of pay dates for the 2021-2022 school year follows:

September 15	January 14	May 13
October 15	February 15	June 15
November 15	March 15	July 15
December 15	April 15	August 15

Payroll Deductions

Policy CFEA

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

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

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

approved by the board. Salary deductions are automatically made for unauthorized or unpaid leave.

Overtime Compensation

Policies DEAB, DEC

The district compensates overtime for nonexempt employees in accordance with federal wage and hour laws. Only nonexempt employees (hourly employees and paraprofessional employees) are entitled to overtime compensation. Nonexempt employees are not authorized to work beyond their normal work schedule without advance approval from their supervisor. A nonexempt employee who works overtime without prior approval will be subject to disciplinary action.

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

Non-exempt employees that are paid on a salary basis are paid for a 40-hour workweek and do not earn additional pay unless they work more than 40 hours.

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

- Employees can accumulate up to 60 hours of comp time with the exception of police officers who can accumulate up to 380.
- Comp time must be used by the end of each semester.
- Use of comp time may be at the employee's request with supervisor approval, as workload permits, or at the supervisor's direction.
- An employee is required to use comp time before using available paid leave (e.g., sick, personal, vacation).
- Weekly time records will be maintained on all nonexempt employees for the purpose of wage and salary administration.
- A nonexempt employee shall have the approval of his or her supervisor before working overtime. An employee who works overtime without prior approval is subject to discipline but shall be compensated in accordance with the FLSA.

Travel Expense Reimbursement

Policy DEE

Before any travel expenses are incurred by an employee, the employee's supervisor and Chief Financial Officer must give approval. For approved travel, employees will be reimbursed for mileage and other travel expenditures according to the current rate schedule established by the district. Please refer to the JISD Fiscal Manual on the district website under Departments>Business Office>Procedure Manuals and contact your supervisor for additional information on travel expense reimbursements.

Health, Dental, and Life Insurance

Policy CRD

Group health insurance coverage is provided through TRS-ActiveCare, the statewide public school employee health insurance program. The district's contribution to employee insurance premiums is determined annually by the board of trustees. Employees eligible for health insurance coverage include the following:

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

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

The insurance plan year is from September 1 through August 31. Current employees can make changes in their insurance coverage during open enrollment each year or when they experience a qualifying event (e.g., marriage, divorce, birth). Detailed descriptions of insurance coverage, employee cost, and eligibility requirements are provided to all employees in a separate booklet. Employees should contact the district Leaves and Benefits Specialist (extension 1014) for more information.

Supplemental Insurance Benefits

Policy CRD

At their own expense, employees may enroll in supplemental insurance programs for medical reimbursement, dental, vision, supplemental life, catastrophic illness/cancer, and disability. Premiums for these programs can be paid by payroll deduction. Employees should contact the district Leaves and Benefits Specialist (extension 1014) 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., cancer and dread disease, dental, vision,

flexible spending, and dependent care). A third-party administrator oversees the administration of 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. Specific benefits are prescribed by law depending on the circumstances of each case.

All work-related accidents or injuries should be reported immediately to the district Leaves and Benefits Specialist (extension 1014). 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*, page 38 for information on use of paid leave for such absences.

An employee receiving workers' compensation income benefits may be eligible for paid or unpaid leave. An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.

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 the district Leaves and Benefits Specialist (extension 1014).

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 the Payroll Officer (extension 1003) as soon as possible. Information on the application procedures for TRS benefits is available from TRS at Teacher Retirement System of Texas, 1000 Red River Street, Austin, TX 78701-2698, or call 800-223-8778 or 512-542-6400. TRS information is also available on the web (www.trs.texas.gov).

Other Benefit Programs

Free Athletic Admission – Joshua ISD provides, for the employee, free admittance to home athletic events. Employee must present Joshua ISD ID badge to the gate attendant.

Legal Liability Insurance – Joshua ISD provides public school legal liability insurance for all school District employees in the performance of school District duties.

Employer Paid Benefits - \$10,000 Employer-Paid Life Insurance; Hospital Indemnity Plan; Employee Assistance Program; Telehealth; \$300 monthly contribution towards Health Insurance.

Medical and Dependent Care Reimbursement – For additional information see Employee Benefits on the Joshua ISD website. (www.mybenefitshub.com/joshuaisd)

Reimbursement for Unused Local Sick Days DEC (Local) – For an explanation see [DEC \(Local\)](#)

Student Accident Insurance – Joshua ISD provides accidental bodily injury insurance to our students, faculty, and administration at their individual expense. Coverage under this insurance policy can be obtained at any time by receipt of application and payment to the insurance company. Interested employees should contact the Business Office for application procedures.

Tax-Sheltered Annuities – As an employee, you are eligible to participate in the Joshua ISD 403(b) plan through salary deferral. You may log onto the TRS website at <http://www.trs.state.tx.us/> to get more information on the various 403(b) products that are

offered. If you are interested, please contact the District Leaves and Benefits Specialist (extension 1014) for additional information.

Tuition-Free Attendance for Children of Nonresident Employees FDA (Local) – Children of nonresident District employees may be eligible to attend District schools in accordance with FDA (Local).

[https://pol.tasb.org/Policy/Download/739?filename=FDA\(LOCAL\).pdf](https://pol.tasb.org/Policy/Download/739?filename=FDA(LOCAL).pdf)

Transfer Guidelines

Joshua ISD allows employees who reside outside of Joshua ISD to transfer their children into the District free of charge if all transfer criteria is met.

Elementary and middle school students who reside outside Joshua ISD may attend Plum Creek Elementary and Loflin Middle School upon approval of the Employee Interdistrict or Employee Attendance Zone Application. Students of Joshua ISD employees also have the following options:

Students of Elementary or Middle School Teachers:

Elementary and middle school students may attend the elementary or middle school where their parent works if they live outside JISD or inside JISD.

Students of Loflin Middle School Teachers:

Elementary students whose parent works at Loflin Middle School may attend Caddo Grove Elementary if they live outside JISD or inside JISD.

Students of Nichols Middle School Teachers:

Elementary students whose parent works at Nichols Middle School may attend Elder Elementary if they live outside JISD or inside JISD.

Students of Caddo Grove Elementary Teachers:

Middle school students whose parent works at Caddo Grove Elementary may attend Loflin Middle School if they live outside JISD or inside JISD.

Students of Ninth Grade Campus or New Horizon High School Teachers:

Elementary students whose parent works at Ninth Grade Campus or New Horizon High School may attend Plum Creek Elementary if they live outside JISD or inside JISD.

Students of Joshua High School Teachers:

Elementary students whose parent works at Joshua High School may attend Elder Elementary if they live outside JISD or inside JISD.

Students of JISD Administration Building Staff:

Elementary students whose parent works at the JISD Administration Building may attend Staples Elementary if they live outside JISD or inside JISD.

Leaves and Absences

Policies DEC, DECA, DECB; [Leaves and Absences \(Sick and Personal\) and Neutral Absence Control Procedure](#)

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 the district Leaves and Benefits Specialist (extension 1014) for information about applicable leave benefits, payment of insurance premiums, and requirements for communicating with the district.

Paid leave must be used in ½ day or full day increments. Earned comp time must be used before any available paid state and local leave.

Employees must follow district and department or campus procedures to report or request any leave of absence and complete the appropriate form or certification. Requests for use of personal leave must be requested in writing and approved prior to taking the personal leave day.

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

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

The definition of immediate family for family and medical leave (FMLA) can be found in Policy [DECA \(LEGAL\)](#).

Medical Certification. Any employee who is absent more than 5 consecutive days because of a personal or family illness must submit a medical certification from a qualified health care provider confirming the specific dates of the illness, the reason for the illness, and—in the case of personal illness—the employee's fitness to return to work. The employee should submit a request for Family Medical Leave (FMLA).

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

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

Policy DEC (Legal and Local)

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

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

Discretionary. Leave taken at an employee's discretion that can be scheduled in advance is considered discretionary leave. 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.

Personal leave shall not be allowed on the day before a school holiday or the day after a school holiday for any employee. For campus instructional staff, campus administrators, and District

administrators, discretionary leave shall not be allowed on professional or staff development days. An employee absent the day before a holiday (*except for auxiliary staff*)

- a) If an employee is out for personal reasons the day before a holiday, the employee will be docked a full day of pay at their hourly or daily rate.
- b) If an employee is out for personal reasons ½ day in the afternoon on the day before a holiday, the employee will be docked ½ day of pay at their hourly or daily rate.
- c) If an employee is out for personal reasons ½ day in the morning on the day after a holiday, the employee will be docked ½ day of pay at their hourly or daily rate.

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 and local nondiscretionary 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 or local nondiscretionary leave the employee used beyond his or her pro rata entitlement for the school year.

Leave Proration Chart

[Appendix C](#)

State Sick Leave

Policy DEC (Local)

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

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

Local Sick Leave

Policy DEC (Local)

Professional and paraprofessional employees shall earn five workdays of paid local sick leave per school year in accordance with administrative regulations.

After two years of employment in the District, all other employees shall earn five workdays of local sick leave per school year at the same rate as state personal leave. Local sick leave shall accumulate to a maximum of 30 workdays.

Catastrophic Illness Sick Leave Pool

Policy DEC (Local)

A sick leave pool may be established from voluntary donations by district employees to assist a fellow employee who has a personal catastrophic illness or disability, or whose immediate family member has such illness or disability.

Definitions:

Catastrophic Illness - A catastrophic illness or injury shall mean a life-threatening illness or disability requiring medical treatment or medical care of an employee or a member of the employee's immediate family, requires the service of a licensed physician, and requires 5 or more days of hospitalization or major medical treatment, such as surgery, chemotherapy, radiation, and the like. Elective surgery or complications from elective surgery and maternity leave do not qualify for leave from the Sick Pool. DEC (Local)

Immediate Family - Immediate family is defined in board policy DEC (LEGAL).

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.

To receive days from the pool:

1. The requesting employee must first have used all state, local and compensatory time, and vacation days.
2. A request for the establishment of a sick leave pool shall be made in writing to the Superintendent using the Medical Certification form found on the JISD website.
3. The Superintendent or designee shall initiate the sick leave pool for the employee and notify district staff.
4. The sick leave pool shall be created by voluntary donations from district employees for a specific pool.
5. The maximum number of days an employee can donate to each sick leave pool is three days.

6. A sick leave pool shall consist of a maximum of 20 days in one school year.
7. Once 20 days have been donated to a sick leave pool, contributions will no longer be accepted for that sick leave pool.
8. An eligible employee is required to use all 20 sick leave pool days consecutively.
9. If a sick leave pool was initiated for an employee in a previous school year and all 20 days were used, the employee can request a sick leave pool in a new school year if all criteria are met.
10. Once released from the doctor, the sick pool is null and void.

The following exceptions shall apply to the consecutive-days requirement:

1. The eligible employee may request an exception for bona fide intermittent treatment. In order for the exception to be considered, a written explanation from the attending physician must be submitted to the Superintendent.
2. The eligible employee may request an exception if fewer than 20 days of a pool are used in one school year and additional days are needed later in that same school year. In order for the exception to be considered, a written request must be submitted to the Superintendent for a subsequent pool for the same illness or injury in the same school year. The eligible employee shall be limited to a maximum of 20 total pool days during that school year.

Unused Days:

At the end of the school year, the District shall roll any unused sick leave pool days to the next school year for future sick leave pools. Once days have been donated, they will not be returned.

Appeals:

An employee may appeal a decision regarding the establishment or implementation of the District's sick leave pool in accordance with DGBA (Local), beginning with the Superintendent or designee

Early Release Days – Paraprofessional Staff

(Teacher assistants, clerical staff, security, LVN's, and technology techs)

Three hours of time-off will be posted to all clerical and paraprofessional staff timesheets on early release on district early release days.

In order to be eligible for the three hours, you must be present on those days. If you are absent any part of those days (sick or personal leave), you will be charged a full day of leave for the absence.

Non-Duty Days

Policy DED (Local)

Professional and paraprofessional employees on a 12-month duty schedule of 226 workdays shall have nonscheduled, nonduty days. These shall be days remaining in the year after scheduled duty days have been worked. The number of nonduty days shall be the number of days remaining as of the June after the 226 workdays have been met for the year.

Nonduty days shall be awarded to employees who work a 226-day schedule. Nonduty days for each year are given in advance on July 1.

Employees on a 226-workday schedule must work through June 30 to earn all nonduty days possible for the year.

Employees who use nonduty days before June 30 and leave employment with the District shall be docked at their daily rate of pay for each day taken that was not earned.

Scheduling of non-duty days shall be subject to approval of the employee's immediate supervisor.

Unused Non-Duty Days

Policy DED (Local)

Exempt employees who earn non-duty days in one school year must use those non-duty days by January 1 of the following school year. Any accumulated non-duty days not used by January 1 of the following school year shall be forfeited.

Nonexempt employees who earn nonduty days in one school year must use those days by January 1 of the following school year. Any accumulated nonduty days not used by January 1 of the following school year shall be paid at the employee's daily rate of pay.

Vacation Days

Policy DED (Local)

All maintenance and custodial employees, including police officers, in a position requiring 12 months of service shall receive up to ten paid vacation days per year.

Paid vacation days shall be earned between September 1 and August 31 of each year. One day of vacation shall be earned for every 25 days of work. Employees on any type of unpaid leave of absence or on an inactive status and not receiving a paycheck from the District shall not earn vacation time.

An employee must be employed for 90 days before a paid vacation day may be used.

Use of paid vacation days shall require advance approval by the Superintendent or designee.

Paid vacation days earned from September 1 through August 31 must be used by January 1 of the following school year. Any days not used by January 1 of the following school year shall be forfeited.

When an employee retires, resigns, or is terminated by the District, the employee shall be paid for all unused earned paid vacation days or the employee's final paycheck shall be reduced for any vacation days used but not earned as of the date of retirement, resignation, or termination. The supervisor shall make every effort to schedule the employee's unused paid vacation days prior to the termination date.

Holidays – For Auxiliary Staff Only

Holiday pay is not earned or prorated, as is personal leave or vacation.

- Custodial and maintenance employees receive the following paid holidays each year:
Two (2) days for Thanksgiving and two (2) days for Christmas. Employees receive one (1) day each for Memorial Day, Independence Day, Labor Day, and New Year's Day for a total of eight (8) days.
- Food service employees receive the following paid holidays each year:
One (1) day for Labor Day, Thanksgiving, Christmas, New Year's Day, and Good Friday for a total of five (5) days.

Family and Medical Leave Act (FMLA)—General Provisions

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

Leave Entitlements

Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

- The birth of a child or placement of a child for adoption or foster care;
- To bond with a child (leave must be taken within 1 year of the child's birth or placement);
- To care for the employee's spouse, child, or parent who has a qualifying serious health condition;
- For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job;
- For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent.

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

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule.

Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

A district may retroactively designate leave as FMLA leave, with appropriate notice to the employee, if the district's failure to timely designate leave does not cause harm or injury to the employee. In addition, a district and an employee may agree that leave will be retroactively designated as FMLA leave. *29 C.F.R. 825.301(d)*

Benefits and Protections

While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave.

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.

Eligibility Requirements

An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

- Have worked for the employer for at least 12 months;
- Have at least 1,250 hours of service in the 12 months before taking leave;* and
- Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.

*Special hours of service eligibility requirements apply to airline flight crew employees.

Requesting Leave

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection.

Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified.

Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required.

Employer Responsibilities

Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave.

Enforcement

Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer.

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

For additional information:

1-866-4US-WAGE (1-866-487-9243) TTY: 1-877-889-5627
www.wagehour.dol.gov

Local Procedures for Implementing Family and Medical Leave Provisions

[Family Medical Leave Act](#) - Eligible employees can take up to 12 weeks of unpaid leave in the 12-month period beginning on July 1 – June 30. For FMLA procedures, visit the Human Resources Department page of the Joshua ISD website at www.joshuaisd.org.

Use of Paid Leave. FML runs concurrently with accrued sick and personal leave, temporary disability leave, compensatory time, assault leave, and absences due to a work-related illness or

injury. The district will designate the leave as FML, if applicable, and notify the employee that accumulated leave will run concurrently.

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

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

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

Reinstatement. An employee returning to work at the end of FML will be returned to the same position held when the leave began or to an equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment.

Failure to Return. If, at the expiration of FML, the employee is able to return to work but chooses not to do so, the district may require the employee to reimburse the district's share of insurance premiums paid during any portion of FML when the employee was on unpaid leave.

District Contact. Employees that require FML or have questions should contact the district Leaves and Benefits Specialist (extension 1014) for details on eligibility, requirements, and limitations.

Temporary Disability Leave

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

Employees must request approval for temporary disability leave. An employee's notification of need for extended absence due to the employee's own medical condition shall be accepted as a request for temporary disability leave. The request must be accompanied by a physician's statement confirming the employee's inability to work and estimating a probable date of return. If disability leave is approved, the length of leave is no longer than 180 calendar days.

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

When an employee is ready to return to work, 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. Certified employees returning from leave will be reinstated to the school to which they were previously assigned if an appropriate position is available. If an appropriate position is not available, the employee may be assigned to another campus, subject to the approval of the campus principal. If a position is not available before the end of the school year, the employee will be reinstated to a position at the original campus at the beginning of the following school year.

The district will not continue to pay its portion of the employee's health insurance premium for the approved TDL period.

Workers' Compensation Benefits

An employee absent from duty because of a job-related illness or injury may be eligible for workers' compensation weekly income benefits if the absence exceeds seven calendar days. For Workers' Compensation Benefits procedures, visit the Human Resources Department page of the Joshua ISD website at www.joshuaisd.org.

An employee receiving workers' compensation wage benefits for a job-related illness or injury may choose to use available, partial-day increments of sick leave or any other paid leave benefits to make up the difference between wage benefits and pre-injury or -illness wages. While an employee is receiving workers' compensation wage benefits, the District will charge available leave proportionately so that the employee receives an amount equal to the employee's regular salary.

Assault Leave

Assault leave provides extended job income and benefits protection to an employee who is injured as the result of a physical assault suffered during the performance of his or her job. An incident involving an assault is a work-related injury, and should be immediately reported to the Superintendent.

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. 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.

Procedures for returning to work after FMLA/Worker's Compensation/Temporary Disability/Assault Leave

- An employee who has been on FMLA, Worker's Comp, Temporary Disability or Assault Leave must bring a physician's release form signed by their physician to the Benefits Office at the JISD Administration Building **BEFORE** they may return to work at their assigned campus/building.
- Once the release has been received by the Benefits Office, a copy of the release will be scanned to the campus principal or department supervisor notifying them that the employee may assume their assignment with or without restrictions.

EMPLOYEE'S ARE NOT ALLOWED BACK ON CAMPUS/BUILDINGS UNTIL THE PRINCIPAL OR DEPARTMENT SUPERVISOR HAS RECEIVED A COPY OF THEIR RELEASE FORM FROM THE BENEFITS OFFICE.

Bereavement Leave

Each eligible District employee shall be granted five bereavement leave days to be used in the event of a death in the employee's immediate family as defined in board policy DEC (LOCAL). Bereavement leave shall be taken with no loss of pay or other paid leave. Use of bereavement leave shall be limited to two occurrences in a school year. Bereavement leave shall be noncumulative. Substitute or temporary employees shall not be eligible for bereavement leave.

Neutral Absence Control

If an employee does not return to work after exhausting all available paid and unpaid leave, the District shall provide the employee written notice that he or she no longer has leave available for use. Except as provided by law, the District shall automatically pursue termination of an employee who has five excessive absences, regardless of the reason for the absence [see DF series]. An absence that is not covered by any available leave is considered an excessive absence.

This neutral absence control policy shall be subject to any obligation the District may have to provide a reasonable accommodation under the Americans with Disabilities Act [see DAA(LEGAL)]. If terminated, the employee may apply for reemployment with the District.

Jury Duty

Policies DEC, DG

The district provides paid leave to employees who are summoned to jury duty, including service on a grand jury. The district will not discharge, threaten to discharge, intimidate, or coerce any regular employee because of juror or grand juror service or for the employee's attendance or scheduled attendance in connection with the service in any court in the United States. Employees who report to the court for jury duty may keep any compensation the court provides. An employee should report a summons for jury duty to his or her supervisor as soon as it is received and may be required to provide the district a copy of the summons to document the need for leave.

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

Compliance with a Subpoena

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

Truancy Court Appearances

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

Religious Observance

The district will reasonably accommodate an employee's request for absence for a religious holiday or observance. Accommodations such as changes to work schedules or approving a day of absence will be made unless they pose an undue hardship to the district. The employee may use any accumulated personal leave for this purpose. Employees who have exhausted applicable paid leave may be granted an unpaid day of absence.

Military Leave

Paid Leave for Military Service. Any employee who is a member of the Texas National Guard, Texas State Guard, reserve component of the United States Armed Forces, or a member of a state or federally authorized Urban Search and Rescue Team is entitled to 15 days of paid leave

per fiscal year when engaged in authorized training or duty ordered by proper authority. An additional seven days of leave per fiscal year are available if called to state active duty in response to a disaster. In addition, an employee is entitled to use available state and local personal or sick leave during a time of active military service.

Reemployment after Military Leave. Employees who leave the district to enter into the United States uniformed services or who are ordered to active duty as a member of the military force of any state (e.g., National or State Guard) may return to employment if they are honorably discharged. Employees who wish to return to the district will be reemployed provided they can be qualified to perform the required duties. Employees returning to work following military leave should contact Human Resources (extension 1005). 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 the district Leaves and Benefits Specialist (extension 1014) for details on eligibility, requirements, and limitations.

Leave for Peace Officers; [Mental Health and Quarantine Leave for Peace Officers](#)

Mental Health Leave. A District Peace Officer who experiences a traumatic event in the scope of employment shall be granted a maximum of five days of mental health leave per traumatic event. A traumatic event is an incident or event that causes physical, emotional, or psychological harm.

Quarantine Leave. A District Peace Officer who is ordered by the Department of Health or the Superintendent to quarantine due to a possible or known exposure to a communicable disease while on duty is entitled to paid leave for the period specified in the order. During the leave, a peace officer is entitled to all employment benefits and compensation, including leave accrual and other benefits, for the officer's regular job assignment.

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, the district website (www.joshuaisd.org), and through special events and activities.

District Communications

Throughout the school year, the Administration office publishes brochures, fliers, calendars, 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, see *DGBA (Local)*, the district's policy concerning the process of bringing concerns and complaints.

Employee Conduct and Welfare

Standards of Conduct

Policy DH

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

- Recognize and respect the rights of students, parents, other employees, and members of the community.
- Maintain confidentiality in all matters relating to students and coworkers.
- Report to work according to the assigned schedule.
- Notify their immediate supervisor in advance or as early as possible in the event that they must be absent or late. Unauthorized absences, chronic absenteeism, tardiness, and failure to follow procedures for reporting an absence may be cause for disciplinary action.
- Know and comply with department and district policies and procedures.
- Express concerns, complaints, or criticism through appropriate channels.

- Observe all safety rules and regulations and report injuries or unsafe conditions to a supervisor immediately.
- Use district time, funds, and property for authorized district business and activities only.

All district employees should perform their duties in accordance with state and federal law, district policies and procedures, and ethical standards. Violation of policies, regulations, or guidelines, including intentionally making a false claim, offering false statements, or refusing to cooperate with a district investigation may result in disciplinary action, including termination. Alleged incidents of certain misconduct by educators, including having a criminal record, must be reported to SBEC not later than the seventh day after the superintendent knew of the incident. See Reports to the Texas Education Agency, page 69 for additional information.

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

Texas Educators' Code of Ethics

Purpose and Scope

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

Enforceable Standards

1. Professional Ethical Conduct, Practices, and Performance

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

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

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

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

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

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

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

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

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

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

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

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

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

2. Ethical Conduct toward Professional Colleagues

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

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

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

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

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

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

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

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

3. Ethical Conduct toward Students

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

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

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

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

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

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

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

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

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

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

Dress and Grooming Expectations

[Professional Dress Code](#)

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.

Any district employee who believes that he or she has experienced prohibited conduct based on sex, including sexual harassment, or believes that another employee has experienced such prohibited conduct, should immediately report the alleged acts. The employee may report the alleged acts to his or her supervisor, the campus principal, the Title IX coordinator, or the

superintendent. The district's Title IX coordinator's name and contact information is listed in the Equal Employment Opportunity section of this handbook.

For ease of reference, see [DIA \(Local\)](#), the district's policy that includes definitions and procedures for reporting and investigating discrimination, harassment, and retaliation.

Harassment of Students

Policies DH, DHB, FFG, FFH, FFI

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

All allegations of prohibited harassment of a student by an employee or adult will be reported to the student's parents and promptly investigated. An employee who knows of or has reasonable cause to believe that child abuse or neglect occurred must also report his or her knowledge or suspicion to the appropriate authorities, as required by law. See *Reporting Suspected Child Abuse*, page 48 and *Bullying*, page 75 for additional information.

Policy DHB (Legal)

"Solicitation of a romantic relationship" means deliberate or repeated acts that can be reasonably interpreted as the solicitation by an educator of a relationship with a student that is romantic in nature. A romantic relationship is often characterized by a strong emotional or sexual attachment and/or patterns of exclusivity, but does not include appropriate educator-student relationships that arise out of legitimate contexts such as familial connections or longtime acquaintance. The following acts, considered in context, may constitute prima facie evidence of the solicitation by an educator of a romantic relationship with a student:

1. Behavior, gestures, expressions, or communications with a student that are unrelated to the educator's job duties and evidence a romantic intent or interest in the student, including statements of love, affection, or attraction. Factors that may be considered in determining the romantic intent of such communications or behavior include:
 - a. The nature of the communications;
 - b. The timing of the communications;
 - c. The extent of the communications;

- d. Whether the communications were made openly or secretly;
 - e. The extent that the educator attempts to conceal the communications;
 - f. If the educator claims to be counseling a student, SBEC may consider whether the educator's job duties included counseling, whether the educator reported the subject of the counseling to the student's guardians or to the appropriate school personnel, or, in the case of alleged abuse or neglect, whether the educator reported the abuse or neglect to the appropriate authorities; and
 - g. Any other evidence tending to show the context of the communications between educator and student.
2. Making inappropriate comments about a student's body, creating or transmitting sexually suggestive photographs or images, or encouraging the student to transmit sexually suggestive photographs or images.
 3. Making sexually demeaning comments to a student.
 4. Making comments about a student's potential sexual performance.
 5. Requesting details of a student's sexual history.
 6. Requesting a date, sexual contact, or any activity intended for the sexual gratification of the educator.
 7. Engaging in conversations regarding the sexual problems, preferences, or fantasies of either party.
 8. Inappropriate hugging, kissing, or excessive touching.
 9. Providing the student with drugs or alcohol.
 10. Suggestions that a romantic relationship is desired after the student graduates, including post-graduation plans for dating or marriage.
 11. Any other acts tending to show that the educator solicited a romantic relationship with the student.

19 TAC 249.3(50)

A superintendent may notify SBEC of any educator misconduct that the superintendent believes in good faith may be subject to sanctions by SBEC. *19 TAC 249.14(d)*

For ease of reference, see [DF \(Legal\)](#) and [FFH \(Local\)](#), the district's policies that include definitions and procedures for reporting and investigating harassment of students.

Reporting Suspected Child Abuse

Policies DG, GRA

All employees with reasonable cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect, as defined by Texas Family Code

§261.001, are required by state law to make a report to a law enforcement agency, Child Protective Services (CPS), or appropriate state agency (e.g., state agency operating, licensing, certifying, or registering the facility) within 48 hours of the event that led to the suspicion. Alleged abuse or neglect involving a person responsible for the care, custody, or welfare of the child (including a teacher) must be reported to CPS.

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

Reports to Child Protective Services can be made online at <https://www.txabusehotline.org/Login?Default.aspx> or to the Texas Abuse Hotline (800-252-5400). State law specifies that an employee may not delegate to or rely on another person or administrator to make the report.

Under state law, 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 taking an adverse employment action against a certified or licensed professional who, in good faith, reports child abuse or neglect or who participates in an investigation regarding an allegation of child abuse or neglect.

An employee's failure to report suspected child abuse may result in prosecution as a Class A misdemeanor. The offense of failure to report by a professional may be a state jail felony if it is shown the individual intended to conceal the abuse or neglect. In addition, a certified employee's failure to report suspected child abuse may result in disciplinary procedures by SBEC for a violation of the Texas Educators' Code of Ethics.

Employees who suspect that a student has been or may be abused or neglected should also report their concerns to the campus principal. This includes students with disabilities who are no longer minors. Employees are not required to report their concern to the principal before making a report to the appropriate agency.

Reporting the concern to the principal does not relieve the employee of the requirement to report it to the appropriate state agency. In addition, employees must cooperate with investigators of child abuse and neglect. Interference with a child abuse investigation by denying an interviewer's request to interview a student at school or requiring the presence of a parent or school administrator against the desires of the duly authorized investigator is prohibited.

Sexual Abuse and Maltreatment of Children

The district has established a plan for addressing sexual abuse and other maltreatment of children, which may be accessed at www.joshuaisd.org. As an employee, it is important for you

to be aware of warning signs that could indicate a child may have been or is being sexually abused or maltreated. 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 has reasonable cause to believe that a child has been or may be abused or neglected has a legal responsibility under state law for reporting the suspected abuse or neglect following the procedures described above in *Reporting Suspected Child Abuse*.

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.

Scope and Sequence

Policy DG

If a teacher determines that students need more or less time in a specific area to demonstrate proficiency in the Texas Essential Knowledge and Skills (TEKS) for that subject and grade level, the district will not penalize the teacher for not following the district’s scope and sequence. The district may take appropriate action if a teacher does not follow the district’s scope and sequence based on documented evidence of a deficiency in classroom instruction. This documentation can be obtained through observation or substantiated and documented third-party information.

Technology Resources

Policy CQ

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

- Imposes no tangible cost to the district.
- Does not unduly burden the district’s technology resources

- Has no adverse effect on job performance or on a student’s academic performance

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

Employees are required to abide by the provisions of the 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 the campus principal.

Joshua ISD Employee Technology Acceptable Use Guidelines

[Appendix D](#)

Personal Use of Electronic Communications

Policy DH

Electronic communications 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 communications 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 communications as they are for any other public conduct. If an employee’s use of electronic communications interferes with the employee’s ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment. If an employee wishes to use a social network site or similar media for personal purposes, the employee is responsible for the content on the employee’s page, including content added by the employee, the employee’s friends, or members of the public who can access the employee’s page, and for web links on the employee’s page. The employee is also responsible for maintaining privacy settings appropriate to the content.

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

The employee may not set up or update the employee’s personal social network page(s) using the district’s computers, network, or equipment.

- The employee shall limit use of personal electronic communication devices to send or receive calls, text messages, pictures, and videos to breaks, 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 using private or public equipment, on or off campus. These restrictions include:
 - Confidentiality of student records [See Policy FL]
 - Confidentiality of health or personnel information concerning colleagues, unless disclosure serves lawful professional purposes or is required by law [See DH (EXHIBIT)]
 - Confidentiality of district records, including educator evaluations and private 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 DH (EXHIBIT)]

See *Electronic Communications between Employees, Students, and Parents*, below, for regulations on employee communication with students through electronic media.

Electronic Communications between Employees, Students, and Parents

Policy DH

A certified or licensed employee, or any other employee designated in writing by the superintendent or a campus principal, may use electronic communication with students who are currently enrolled in the district. The employee must comply with the provisions outlined below. Electronic communications between all other employees and students who are enrolled in the district are prohibited.

Emails are not required to provide students with their personal phone number or email address.

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

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

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

- *Electronic communications* means any communication facilitated by the use of any electronic device, including a telephone, cellular telephone, computer, computer network, personal data assistance, or pager. The term includes e-mail, text messages, instant messages, and any communication made through an Internet website, including social medial website or a social networking website.
- *Communicate* means to convey information and includes a one-way communication as well as a dialogue between two or more people. A public communication by an employee that is not targeted at students (e.g., a posting on the employee's personal social network page or a blog) is not a *communication*: however, the employee may be subject to district regulations on personal electronic communications. See *Personal Use of Electronic Media*, above. Unsolicited contact from a student through electronic means is not a *communication*.
- *Certified or licensed employee* means a person employed in a position requiring SBEC certification or a professional license, and whose job duties may require the employee to communicate electronically with students. The term includes classroom teachers, counselors, principals, librarians, paraprofessionals, nurses, educational diagnosticians, licensed therapists, and athletic trainers.

An employee who communicates electronically with students shall observe the following:

- The employee is prohibited from knowingly communicating with students using any form of electronic communications, including mobile and web applications, that are not provided or accessible by the district unless a specific exception is noted below.

- 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 communicate directly with any student between the hours of 4:00-9:00 p.m. and 6:30-8:00 a.m. except in the case of emergencies. Emergencies will be determined by the campus principal, superintendent, athletic director, or assistant superintendent. An employee may, however, make public posts to a social network site, blog, or similar application at any time.
- The employee does not have a right to privacy with respect to communications with students and parents.
- The employee continues to be subject to applicable state and federal laws, local policies, administrative regulations, and the Texas Educators’ Code of Ethics including:
 - Compliance with the Public Information Act and the Family Educational Rights and Privacy Act (FERPA), including retention and confidentiality of student records. [See Policies CPC and FL]
 - Copyright law [Policy CY]
 - Prohibitions against soliciting or engaging in sexual conduct or a romantic relationship with a student. [See Policy DH]
- Upon request from administration, an employee will provide the phone number(s), social network site(s), or other information regarding the method(s) of electronic media the employee uses to communicate with one or more currently-enrolled students.
- Upon written request from a parent or student, the employee shall discontinue communicating with the student through 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.
- All staff are required to use school email accounts for all electronic communications with parents. Communications about school issues through personal email accounts or text messages are not allowed as they cannot be preserved in accordance with the district’s record retention policy.

- An employee shall notify his or her supervisor in writing within one business day if a student engages in an improper electronic communication with the employee. The employee should describe the form and content of the electronic communication.

District Email Policies and Procedures

[Appendix E](#)

Reminder: E-Mail is subject to public information act requests (PIA) and is admissible in court in some cases. Keep in mind when you compose an e-mail message that it could possibly be read by anyone or could appear in the local newspaper if requested via a PIA request. Be careful when sending sensitive data via e-mail. It may need to be password protected and possibly encrypted. Review the requirements of HIPAA and FERPA laws which prohibit disclosure of certain student information. Electronic/Voice mail usage must conform to the District's policies against harassment and discrimination. Messages containing defamatory, obscene, offensive, or harassing information, or messages that disclose personal information without authorization, are prohibited. If you receive such unsolicited messages, you are to delete them promptly and not forward them.

Texas Public Information Act

Senate Bill 944

Under Senate Bill 944, a school board member, superintendent, or other employee of the district is considered a "temporary custodian" of public information if the person creates or receives public information in the transaction of district business.

- This applies to all current and former employees of the district.
- All texts, emails, messages, or other forms of electronic communication created or received by you on your personal devices (cell phone, tablet, computer, etc.) are public information if created or received in your official capacity or relate to school business.
- Public information on your personal devices is owned by the district and you are only a temporary custodian of that information with no ownership thereof.
- You must protect and maintain such information by backing it up or archiving it on your private devices and you must make it available to the district within 10 days after requested by the district to respond to a public information request.
- Do not attempt to make a determination as to whether a communication would be exempt under the Texas Public Information Act as the information must be turned over regardless of your belief that it should be exempt from the Act. Whether the information fits an exception of the Act and an Attorney General's ruling requested is the decision of the public information officer and legal counsel.
- Failure to surrender the information is grounds for disciplinary action and could result in other penalties under the Public Information Act.

Public Information of Private Devices

Policy DH

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

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

Criminal History Background Checks

Policy DBAA

Employees are subject to a review of their criminal history record information at any time during employment. National criminal history checks based on an individual's fingerprints, photo, and other identification will be conducted on all employees, except those hired before 2007, 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 the Chief Human Resources Officer within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of any felony, and any of the other offenses listed below:

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

Moral turpitude includes the following:

- Dishonesty
- Fraud
- Deceit
- Theft

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

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

Alcohol and Drug-Abuse Prevention

Policy DH

Joshua 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. For ease of reference, see *DH (Local)*, the district’s policy regarding employee drug use.

Tobacco Products and E-Cigarette Use

Policies DH, FNCD, GKA

State law prohibits smoking, using tobacco products, or e-cigarettes on all district-owned property and at school-related or school-sanctioned activities, on or off school property. This includes all buildings, playground areas, parking facilities, and facilities used for athletics and other activities. Drivers of district-owned vehicles are prohibited from smoking, using tobacco products, or e-cigarettes while inside the vehicle. Notices stating that smoking is prohibited by law and punishable by a fine are displayed in prominent places in all school buildings.

Fraud and Financial Impropriety

Policy CAA

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

- Forgery or unauthorized alteration of any document or account belonging to the district

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

Conflict of Interest

Policy CB, DBD

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

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

Employees should contact their supervisor for additional information.

Gifts and Favors

Policy DBD

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

Copyrighted Materials

Policy CY

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

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

Charitable Contributions

Policy DG

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

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

Safety

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. See Emergencies on page 57 for additional information.

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

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

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

Employees with questions or concerns relating to safety programs and issues can contact the Assistant Superintendent of Administrative Services (extension 1032).

Possession of Firearms and Weapons

Policies DH, FNCG, GKA

Employees, visitors, and students, including those with a license to carry a handgun, are prohibited from bringing firearms, knives, clubs, or other prohibited weapons onto school premises (i.e., building or portion of a building) or any grounds or building where a school-sponsored activity takes place. A person, including an employee, who hold a license to carry a handgun may transport or store a handgun or other firearm or ammunition in a locked vehicle in a parking lot, garage, or other district provided parking area, provided the handgun or firearm or ammunition is properly stored, and not in plain view. To ensure the safety of all persons, employees who observe or suspect a violation of the district's weapons policy should report it to their supervisor or call the Superintendent's office (extension 1010) immediately.

HB 1143 of the 86th Regular Session of the Texas Legislature prevents districts from regulating the manner in which the items are stored.

Visitors in the Workplace

Policy GKC

EVERY visitor/guest will be required to sign in at the front office and will be issued a “VISITOR” badge. This badge must be worn on the person and be clearly visible to all JISD personnel. The “VISITOR” badge will not have access control capability at any JISD campus/facility. It is merely issued as a form of identification and the badge must be turned back in to the office upon leaving the facility.

All persons without proper identification (i.e., JISD “VISITOR” badge) should be immediately escorted to the front office at which time a JISD “VISITOR” badge will be issued. Refusal to sign-in and obtain a badge will be evaluated by the campus administrator in charge for possible contacting of the police and a campus lock-down.

Each campus will be issued an appropriate number of “VISITOR” badges as needed. Please contact the JISD Access/Security Department should additional “VISITOR” badges be needed.

Note: Each JISD campus/facility may keep its current visitor policies should they choose to do so. However, proper identification (visible sticker, name tags, etc.) is required of every visitor to a JISD campus/facility.

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.

Pest Control Treatment

Policies CLB, DI

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

Notices of planned pest control treatment will be posted in a district building 48 hours before the treatment begins. Notices are generally posted on the front window at each campus. In addition, individual employees may request in writing to be notified of pesticide applications.

An employee who requests individualized notice will be notified by telephone, written, or electric means. Pest control information sheets are available from campus principals or facility managers upon request.

Telephone and Electronic Devices

In order to comply with Senate Bill 11, you are asked to have your cell phones with you at all times during the school day and while you are in charge of a group of students off campus.

In Section 10 of Senate Bill 11 from the 86th Legislature, it states the following:

Section 37.108, Education Code, is amended by amending Subsections (a) (2) to read as follows:

(2) measures to ensure district employees, including substitute teachers, have classroom access to a telephone, including a cellular telephone, or another electronic communication device allowing for immediate contact with district emergency services or emergency services agencies, law enforcement agencies, health departments, and fire departments

Audio and Visual Procedures

[Audio Visual Procedures](#)

General Procedures

Principal

The school Principal is considered to be both the administrative and instructional leader of his/her assigned school. The Principal is held to be solely responsible for the conduct and operation of his/her school by the Superintendent. Commensurate with this responsibility is the authority granted to the Principal by the Superintendent to operate his/her school within established Board policies and administrative guidelines.

Emergency School Closing

The district may close schools because of severe weather, epidemics, or other emergency conditions. When such conditions exist, the Superintendent will make the official decision concerning the closing of the district's facilities. When it becomes necessary to open late, to release students early, or to cancel school, district officials will post a notice on the district's website and notify the following radio and television stations:

Channel 4/KDFW/Fox TV

Channel 8/WFAA/ABC TV

Channel 5/DFW/NBC TV
Channel 11/TX 21/KRLD TV
www.joshuaisd.org

School Closure

When school is dismissed by the Superintendent for bad weather or for any other reason, the following procedures will apply to auxiliary employees (maintenance, custodian or cafeteria):

- Employees will not be required to work.
 - a. No compensation will be paid for cancelled workdays unless the employee wishes to claim a personal or vacation day in lieu of no pay.
- Exception
 - a. Some employees may be called to work for extreme emergencies and shall receive appropriate compensation for hours worked. These employees will retain their earned personal leave or vacation days.
 - b. Salaried personnel may also be called for emergencies.

Emergencies

Policies CKC, CKD

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

Purchasing Procedures

Policy CH

All requests for purchases must be submitted to the Business office 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 prior authorization. Employees are not permitted to purchase supplies or equipment for personal use through the district's business office. Please refer to the JISD Fiscal Manual located

on the website in Departments>Business Office> Procedure Manuals and contact your supervisor for additional information on purchasing procedures.

Technology Purchases

All purchases for educational technology will be coordinated through the district technology department and campus principals to reduce redundancy and inefficiencies, and to increase the validity of purchases. All technology purchases, including technology purchased through grants, must have the technology department's approval prior to purchasing. If a campus purchases or receives computer equipment or software it must first be approved and inventoried, if necessary, by the Technology Department before it can be connected to the network. This includes any equipment or software a campus receives from donations, grants, trainings, or purchases for equipment that will be used in the district.

Name and Address Changes

It is important that employment records be kept up to date. Employees must complete an employee information change form if there are changes or corrections to their name, home address, contact telephone number, marital status, emergency contact, or beneficiary. The form to process a change in personal information can be obtained from on the employee's Frontline account under forms.

Personnel Records

Policy DBA, GBA

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

Employees may choose to have the following personal information withheld:

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

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

responsible for notifying the district if he or she is subject to any exception for disclosure of personal or confidential information.

Facility Use

Policies DGA, GKD

Employees who wish to use District facilities after school hours must follow established procedures. Submit an online request through the facilities request system on www.joshuaisd.org. As a rule, requests should be made at least two weeks prior to the event.

End of Year Requirements

At the end of the year, your Principal will give you a checklist of things that will need to be completed before you leave for the summer.

School Day

All staff will be expected to be at school during the hours designated for their campus. You may be assigned a duty by the Principal that would require you to stay after these hours. Any employee leaving school during the school day will first get approval from the Principal.

All campus administrators should be on campus through staff dismissal time with the exception of meetings, appointments or emergencies.

Elementary Staff:

Doors Open for Students:	7:05 a.m.
Staff Report Time:	7:35 a.m.
First Morning Bell:	7:40 a.m.
Morning Tardy Bell:	7:50 a.m.
Student Dismissal Time:	3:15 p.m.
Staff Dismissal Time:	3:45 p.m.

Secondary Staff:

Doors Open for Students:	7:30 a.m.
Staff Report Time:	8:00 a.m.
First Morning Bell:	LMS/NMS: 8:15 a.m.
	NGC/JHS: 8:18 a.m.
Morning Tardy Bell:	8:25 a.m.

Student Dismissal Time: 4:00 p.m.

Staff Dismissal Time: 4:10 p.m.

Request to Leave Early

The following guidelines have been established for any employee requesting to leave early:

- Prior permission must be given by the campus Principal/administrator to allow for the classroom to be covered.
- Staff members may have their class covered no more than two (2) times per semester.
- Staff members may have their class covered for no more than one hour of instruction.
- For more than two (2) times, or more than one (1) hour of early release, the member must take a ½ day of personal leave.
- The campus Principal may make exceptions for emergency situations such as unforeseen doctor's appointments, injured child, etc.

Disability Accommodations and the Interactive Process

The Americans with Disabilities Act (ADA) became law in 1990. The ADA is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public.

The ADA applies to a "qualified individual" with a "disability."

A qualified individual means:

- An individual who, with or without reasonable accommodation, can perform the essential functions of the employment position that such individual hold or seeks, and
- Meets the legitimate skill, experience, education, or other requirements of the position they hold or seek.

A qualified individual has a disability when the person has:

- a physical or mental impairment that substantially limits one or more major life activities, or
- a record of such an impairment, or
- is regarded as having such an impairment.

What is an impairment?

- Any physiological disorder, or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the body systems (e.g. neurological, reproductive, digestive, skin)
- Any mental or psychological disorder, such as an intellectual disability (formerly termed mental retardation), organic brain syndrome, emotional or mental illness, and specific learning disabilities.

The interactive process:

- The employee must file a written request for reasonable accommodation with the department of human resources by completing the “Employee Request for Accommodation form”. The form is located on the HR department website at www.joshuaisd.org
- If the human resources department confirms the employee is entitled to a reasonable accommodation they will meet with the employee to begin the process of discussing possible reasonable accommodations. For additional information about this process, contact the human resources department (ext. 1005).

Fundraising Activities

Policy FJ

With at least one employee managing each project, students representing their school or the District may participate in approved fundraising to benefit the District. Fundraising shall not be permitted during class time. Please refer to the JISD Fiscal Manual located on the district website in Departments>Business Office> Procedure Manuals and contact your supervisor for additional information on fundraising activities.

Salesmen/Solicitors

Solicitors, vendors, collectors, or salespersons shall not be permitted to confer with students or employees during school hours without the prior approval of the Superintendent or designee. Under no circumstances shall such persons be permitted to interrupt classes or conduct personal business with employees.

Substitutes

Policy DPB

Individuals interested in substitute teaching should be referred to the Human Resources Department to begin the application process.

When a certified teacher is absent for more than four consecutive weeks, and if the District has to assign a noncertified person or persons to continue the instructional program of that teacher's students, the District shall provide written notification to the parents of those students.

Volunteers

Policy GKG

Throughout the year, the Human Resources Department maintains a current list of approved district volunteers. Volunteers must have a criminal history check prior to being placed on the district's volunteer list.

Termination of Employment

Resignations

Policy DFE, DHB

Contract Employees. Contract employees may resign their position without penalty at the end of any school year if written notice is received at least 45 days before the first day of instruction of the following school year. A written notice of resignation should be submitted to the immediate 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 State Board for Educator Certification (SBEC).

The principal is required to notify the superintendent of an educator's resignation within seven business days following an alleged incident of misconduct for any of the acts listed in *Reports to Texas Education Agency*. The superintendent will notify SBEC when an employee resigns and there is evidence to indicate that the employee has engaged in such misconduct.

Noncontract Employees. Noncontract employees may resign their position at any time. A written notice of resignation should be submitted to the immediate 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.

The principal is required to notify the superintendent of a noncertified employee's resignation or termination within seven business days following an alleged incident of misconduct of abuse of a student, or was involved in a romantic relationship with or solicited or engaged in sexual conduct with a student or minor. The superintendent will notify TEA within seven business days of receiving a report from a principal, or of knowing about an employee's resignation or termination following an alleged incident of misconduct described above.

Dismissal or Nonrenewal of Contract Employees

Policy DF Series, DHB

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

The principal is required to notify the superintendent of an educator's misconduct within seven business days following an alleged incident of misconduct for any of the acts listed in Reports to Texas Education Agency under Policy DF. The superintendent will notify SBEC when an employee is terminated and there is evidence to indicate that the employee has engaged in such misconduct.

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

Dismissal of Noncontract Employees

Policies DCD, DP

Noncontract employees are employed at will and may be dismissed without notice, a description of the reasons for dismissal, or a hearing. It is unlawful for the district to dismiss any employee for reasons of race, color, religion, sex, national origin, age, disability, military status, genetic information, any other basis protected by law, or in retaliation for the exercise of certain protected legal rights. Noncontract employees who are dismissed have the right to grieve the termination. The dismissed employee must follow the district process outlined in this handbook when pursuing the grievance. (See *Complaints and Grievances*, page 42.)

The principal is required to notify the superintendent of a noncertified employee's resignation or termination within seven business days following an alleged incident of misconduct of abuse of a student, or was involved in a romantic relationship with or solicited or engaged in sexual conduct with a student or minor. The superintendent will notify TEA within seven business days of receiving a report from a principal, or TEC §22.093 requires principals to report misconduct of noncertified employees to the superintendent . 6/22/2020 Termination of Employment 77 knew about an employee's resignation or termination following an alleged incident of misconduct described above.

Discharge of Convicted Employees

Policy DF

The district shall discharge any employee who has been convicted of or placed on deferred adjudication community supervision for an offense requiring the registration as a sex offender or convicted of a felony under Title 5 Penal Code if the victim was a minor.

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

Exit Interviews and Procedures

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

Reports to Texas Education Agency

Policies DF, DHB, DHC

Certified Employees. The resignation or termination of a certified employee must be reported to the Division of Investigations at TEA if there is evidence that the employee was involved in any of the following:

- Any form of sexual or physical abuse of a minor or any other unlawful conduct with a student or a minor
- Soliciting or engaging in sexual contact or a romantic relationship with a student or minor
- The possession, transfer, sale, or distribution of a controlled substance
- The illegal transfer, appropriation, or expenditure of district or school property or funds
- An attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit for the purpose of promotion or additional compensation
- Committing a criminal offense or any part of a criminal offense on district property or at a school-sponsored event

The reporting requirements above are in addition to the superintendent's ongoing duty to notify TEA when a certified employee or an applicant for certification has a reported criminal history. "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).

Noncertified Employees. The voluntary or involuntary separation of a noncertified employee from the District must be reported to the Division of Investigations at TEA by the superintendent if there is evidence the employee abused or otherwise committed an unlawful act with a student or minor, was involved in a romantic relationship with a student or minor, or solicited or engaged in sexual contact with a student or minor

Reports Concerning Court-Ordered Withholding

The district is required to report the termination of employees that are under court order or writ of withholding for child support or spousal maintenance. Notice of the following must be sent to the support recipient and the court or, in the case of child support, the Texas Attorney General Child Support Division:

- Termination of employment not later than the seventh day after the date of termination
- Employee's last known address
- Name and address of the employee's new employer, if known

Student Issues

Equal Educational Opportunities

Policies FB, FFH

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

Questions or concerns about discrimination against students based on sex, including sexual harassment should be directed to Fran Marek, Superintendent, 310 E. 18th Street, Joshua, TX 76058, fmarek@joshuaisd.org, 817-202-2500, ext. 1010. Questions or concerns about discrimination on the basis of a disability should be directed to Elizabeth Rosatelli, Associate Director of Special Services, 310 E. 18th Street, Joshua, TX 76058, stuckeyn@joshuaisd.org, 817-202-2500, ext. 1002. All other questions or concerns relating to discrimination based on any other reasons should be directed to the Superintendent.

Student Records

Policy FL

Student records are confidential and are protected from unauthorized inspection or use. Employees should take precautions to maintain the confidentiality of all student records. The following people are the only people who have general access to a student's records:

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

The student handbook provides parents and students with detailed information on student records. Parents or students who want to review student records should be directed to the counselor's office at each campus for assistance.

Grades

[Grading Procedures](#)

Parent and Student Complaints

Policy FNG

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

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

Administering Medication to Students

Policy FFAC

Only designated employees may 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 any other medication during the school day must bring a written request from his or her parent and the medicine in its original,

properly labeled container. Contact the principal or school nurse for information on procedures that must be followed when administering medication to students.

Dietary Supplements

Policies DH, FFAC

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

Psychotropic Drugs

Policy FFAC

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

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

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

Student Conduct and Discipline

Policies in the FN series and FO series

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

Chapter 37, Discipline Policies

Texas Education Code Chapter 37, Subchapter A addresses student discipline laws and can be accessed on the TEA website at <http://www.tea.state.tx.us>. Employees should review the student discipline laws by accessing this site.

Communications with Parents

Communicating directly with your student's parent is one of the best ways to ensure all students have a successful school year. Joshua ISD has set up the following procedures for staff members to respond to parent communication.

- All staff must respond to all internal and external communications within two business days of receipt of the communication (email, phone message, text, etc.). Responding within the same day of receiving parental communication is recommended.
- If the school is closed (such as over the weekend or a holiday) or an employee is absent when the communication arrives, the employee will respond within two business days of returning to work.
- If the question or concern requires additional research, the employee will make the initial response within the required two business days and:
 - Inform the person that additional time is needed to research the situation,
 - Give a time-gram in which he/she will follow up, and
 - Follow-up to provide response.

Student Attendance

Policy FEB

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

Bullying

Policy FFI

Bullying is defined by TEC §37.0832. All employees are required to report student complaints of bullying, including cyberbullying, to the campus principal or designee. For ease of reference, see *FFI (Local)*, the district's policy includes definitions and procedures for reporting and investigating bullying of students.

Hazing

Policy FNCC

Students must have prior approval from the principal or designee for any type of “initiation rites” of a school club or organization. While most initiation rites are permissible, engaging in or permitting “hazing” is a criminal offense. Any teacher, administrator, or employee who observes a student engaged in any form of hazing, who has reason to know or suspect that a student intends to engage in hazing, or has engaged in hazing must report that fact or suspicion to the designated campus administrator.