

WEST OSO INDEPENDENT SCHOOL DISTRICT



EMPLOYEE HANDBOOK 2025 – 2026 SCHOOL YEAR



Table of Contents

Employee Handbook Receipt.....	9
Introduction	10
District Information	
Mission Statement, Goals, and Objectives.....	11
Mission Statement.....	11
Board of Trustees	11
District Hours of Operation	12
Board Meeting Calendar	13
Central Office Administration.....	14
Employment	
Equal Employment Opportunity	15
Job Vacancy Announcements.....	15
Employment After Retirement.....	15
Contract and Noncontract Employment	15
Probationary Contracts.....	16
Term Contract.....	16
Noncertified Professional and Administrative Employees	16
Certification and Licenses	
Recertification of Employment Authorization	17
Searches and Alcohol and Drug Testing.....	17
Employees Required to Have a CDL.....	17
Health and Safety Training	18
Reassignments and Transfers	18
Workload and Work Schedules	
Professional Employees.....	19
Paraprofessional and Auxiliary Employees.....	19
ADA Accommodations	
ADA Accommodations.....	19
Breaks for Expression of Breast Milk.....	20
Pregnant Workers Fairness Act.....	20
Notification to Parents Regarding Qualifications	
Notification to Parents Regarding Qualifications.....	20
Outside Employment and Tutoring.....	20
Performance Evaluation	21
Employee Involvement	21
Staff Development.....	21
Mental Health Training	22
Compensation Benefits	
Salaries, Wages, and Stipends.....	22
Paychecks.....	23
Automatic Payroll Deposit.....	23
Payroll Schedule.....	23
Payroll Deductions	24
Overpayments.....	24
Overtime Compensation	24

Lunch Breaks for Nonexempt Employees	25
Travel Expense Reimbursement	25
Health, Dental, and Life Insurance	25
Cafeteria Plan Benefits (Section 125)	26
Workers' Compensation Insurance	26
Unemployment Compensation Insurance	26
Teacher Retirement	27
Leaves and Absences	
Leaves and Absences	27
Immediate Family	28
Reporting Absences	28
Medical Certification	28
Continuation of Health Insurance	28
Personal Leave	
Personal Leave	29
Nondiscretionary	29
Discretionary	29
Leave Proration	29
State Sick Leave	29
Local Leave	29
Mental Health Days	30
Sick Leave Bank (or Pool)	30
Family and Medical Leave Act (FMLA) – General Provisions	
What is FMLA	31
Local Family and Medical Leave Provisions	31
Eligibility Requirements	32
Requesting Leave	32
Employer Responsibilities	32
Enforcement	32
Local Family and Medical Leave Provisions	
Use of Paid Leave	33
Combined Leave for Spouse	33
Intermittent Leave	33
Fitness for Duty Form	33
Reinstatement	33
Failure to Return to Work	34
District Contact	34
Temporary Disability Leave	
Certified Employees	34
Workers' Compensation Benefits	
Workers Compensation Benefits	35
Assault Leave	35
Jury Duty	35
Compliance with a Subpoena	36
Truancy Court Appearances	36

Religious Observance.....	36
Military Leave	
Paid Leave for Military Service	36
Reemployment after Military Leave	36
Continuation of Health Insurance Employees	36
Employee Relations and Communications	
Employee Recognition and Appreciation	37
District Communications.....	37
Complaints and Grievances	37
Employee Conduct and Welfare	
Standards of Conduct.....	38
Texas Educators Code of Ethics	38
Dress Code	
Dress Code.....	41
Professional Dress Required for all District Employees.....	41
Exceptions.....	42
Discrimination, Harassment, and Retaliation	
Discrimination, Harassment and Retaliation	43
Harassment of Students.....	43
Reporting Suspected Child Abuse.....	44
Sexual Abuse and Maltreatment of Children.....	45
Reports to Texas Education Agency.....	45
Crime.....	46
Scope and Sequence.....	46
Technology Resources	
Technology Resources	46
Personal Use of Electronic Communications	47
Electronic Communications between Employees, Students, and Parents.....	48
Parent Square.....	49
Public Information on Private Devices	50
Criminal History Background Checks	
Criminal History Background Checks	51
Employee Arrests and Convictions	51
Alcohol and Drug-Abuse Prevention	52
Tobacco and Nicotine Products and E-Cigarette Use	52
Fraud and Financial Impropriety.....	52
Conflict of Interest	
Conflict of Interest.....	53
Gifts and Favors.....	53
Copyrighted Materials	53
Associations and Political Activities	54
Charitable Contributions	54
Safety and Security	
Safety and Security	54
Possession of Firearms and Weapons.....	55
Visitors in the Workplace.....	55
Children in the Workplace.....	55

Cell Phone and Social Media Usage Policy

Cell Phone Use.....	56
Social Media Use.....	56
Accountability/Expectations	56

Asbestos Management Plan

Asbestos Management Plan.....	57
Pest Control Treatment.....	57

General Procedures

Emergency School Closing.....	57
Emergencies.....	58
Name and Address Changes.....	58
Personnel Records	58
Facility Use	59

West Oso ISD Financial Procedures & Cash Handling and Fund-Raising

Guidelines/Procedures

Purchase Orders.....	59
Cash and Check Handling.....	59
Timely Deposits.....	60
Check Requirements	60
Receipts	60
Unallowable Expenditures.....	60
Use of Cash Collections.....	60
Cash Security	60
Check Practices.....	60
Electronic Payment Restrictions.....	60

Termination of Employment

Resignations.....	61
Contract Employees.....	61
Non-Contract Employees.....	61
Dismissal or Nonrenewal of Contract Employees.....	62
Dismissal of Noncontract Employees.....	62
Discharge of Convicted Employees	63
Exit Interviews and Procedures	63
Reports Concerning Court-Ordered Withholding.....	63

Reports to Texas Education Agency

Student Issues	64
Equal Educational Opportunities.....	64
Student Records	64
Parent and Student Complaints.....	64
Administering Medication to Students.....	65
Dietary Supplements.....	65
Psychotropic Drugs.....	65
Student Conduct and Discipline.....	65
Student Attendance	66
Bullying.....	66

Retaliation	66
False Claim.....	67
Timely Reporting.....	67
Reporting Procedures.....	67
Employee Report.....	67
Notice of Report	67
Prohibited Conduct.....	67
Investigation of Report.....	67
Concluding the Investigation	68
Notice to Parents.....	68
District Action	68
Discipline.....	68
Transfers	68
Confidentiality.....	69
Appeal.....	69
Records Retention.....	69
Access to Policy and Procedure	69
Hazing.....	69
Special Programs	
Special Programs.....	69
Ordinary Teacher Removal.....	70
Formal Teacher Removal	70
Placement During Removal.....	70
Procedures for Teacher Removal.....	70
Return to Classroom.....	71
Technology Resources	
Technology Resources.....	71
Definition of District Technology Resources.....	71
Employee Technology Resources and Acceptable Use Agreement	72
User Backup	74
Ownership of Electronic Files.....	74
Privacy.....	74
Special Notation	75
Incidental Use.....	75
Vandalism	75
Forgery.....	75
Information Content/Third Party Supplied Information.....	76
Safe Environment.....	76
Disciplinary Actions	76
Employee Email Usage Agreement	
Purpose.....	76
Audience	77
Employee Email Activities NOT Permitted	77
Prohibited Activities.....	77
Email Usage Guidelines	77

Disciplinary Actions.....	79
Internet Safety Guidelines.....	79
Access to Inappropriate Materials.....	79
Filtering	79
Supervising / Monitoring.....	80
Educating	80
Inappropriate Network Usage.....	80
Digital Citizenship Expectations.....	80
Unauthorized Online Access	82
Unauthorized Disclosure of Personal Identification Information	82
Education, Supervision and Monitoring.....	83
Instructional Media Guidelines.....	84
Copyright Material	
Guidelines for Educational Exemptions and Copyrighted Materials	84
Copyright	84
Fair Use Extension.....	84
First Sale Doctrine	85
Public Performance Domain	85
Citations for Crediting Sources	88
Obtaining Permission to Use Copyrighted Material.....	88
Title IX Compliance.....	89
Title IX Information	90
Contact Information for Title IX Coordinator	90
Non-Discrimination Policies.....	90
Title IX Formal Complaint Process	91
Districts Response to Allegations of Sexual Harassment.....	92
Initial Response.....	92
Equitable Treatment	93
Supportive Measures	93
Emergency Removal.....	93
Post Removal Challenge.....	94
Administrative Leave.....	94
No Bias or Conflict of Interest	95
Presumption of No Responsibility.....	95
Formal Complaint.....	95
Time Frame for Formal Complaint Process.....	95
Modifying Time Frames	95
Notice of Allegations.....	95
Dismissal of a Complaint or Allegation.....	96
Mandatory Dismissal.....	96
Discretionary Dismissal	96
Appeal of Complaint Dismissal	96
Standard of Evidence	97
Objectivity.....	97
Privileged Information	97
Investigation of Formal Complaint.....	97
Gathering Evidence.....	97

Advisors	97
Confidentiality.....	98
Inspection of Evidence	98
Investigation Report.....	98
Determination Regarding Responsibility	99
Prior Sexual Behavior	99
Written Determination.....	99
Appeals.....	100
Appellate Procedures	100
District Response to Appeal of Complaint Dismissal.....	101
Effect of Determination of Responsibility	101
District Response to Appeal of Determination.....	101
Remedies.....	101
Informal Resolution.....	102
Records Retention.....	102
Confidentiality.....	103
Required Reporting	103
Non-school Employment Disclosure	104

Employee Handbook Receipt

Name _____

Campus/Department _____

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

Employees have the option of receiving the handbook in electronic format or hard copy. Employee Handbook may be accessed at www.westosoid.net

Please indicate your choice by checking the appropriate box below:

- ☐ I choose to receive the employee handbook in electronic format and accept responsibility for accessing it according to the instructions provided.
- ☐ I choose to receive a hard copy of the employee handbook.

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

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

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

Signature

Date

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

Introduction

The purpose of this handbook is to provide information that will help with questions and pave the way for a successful year. Not all district policies and procedures are included. Those that are, have been summarized. Suggestions for additions and improvements to this handbook are welcome and may be sent to Belinda Gamez, Director of Human Resources.

This handbook is neither a contract nor a substitute for the official district policy manual. Nor is it intended to alter the at-will status of noncontract employees in any way. Rather, it is a guide to and a brief explanation of district policies and procedures related to employment. These policies and procedures can change at any time; these changes shall supersede any handbook provisions that are not compatible with the change.

For more information, employees may refer to the policy codes that are associated with handbook topics, confer with their supervisor, or call the appropriate district office. District policies can be accessed online at <https://pol.tasb.org/PolicyOnline?key=957>

District Information

Mission Statement, Goals, and Objectives

Policy AE

Mission Statement

Enrich and build a progressive school community through relevant and diverse opportunities. Students will explore and identify career interests and pathways.

Board of Trustees

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

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

The board of trustees is elected by the citizens of the district to represent the community's commitment to a strong educational program for the district's children. Board members are elected in November and serve 4-year terms. Board members serve without compensation, must be qualified voters, and must reside in the district.

Current board members include:

- Oscar Arredondo
- Belinda Gonzalez
- Liz Gutierrez
- Shirley Jordan
- Velma Rodriguez
- Albert Villarreal
- Priscilla Vela

The board usually meets at 5350 Bear Lane at 5:30PM on the last Monday of each month. In the event that large attendance is anticipated, the board may meet at West Oso High School 754 Flato Rd., Corpus Christi, Tx. Special meetings may be called when necessary.

A written notice of regular and special meetings will be posted on the district website and at the West Oso 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 two-hour notice.

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

District Hours of Operation

Administration Office – 8:00 am – 4:30 pm

Special Education Office – 7:30 am – 4:00 pm

Elementary Campuses – 7:30 am – 4:00 pm

Secondary Campuses – 8:00 am – 4:30 pm

ACE Department – 10:00 am – 6:30 pm

West Oso Independent School District

Board Meeting Calendar

2025-2026

August 4, 2025 – Special Board Meeting/Strategic Roundtable

August 18, 2025 – Regular Board Meeting

September 22, 2025 – Regular Board Meeting

October 6, 2025 – Special Board Meeting/Strategic Round Table

October 27, 2025 – Regular Board Meeting

November 17, 2025 – Regular Board Meeting* (Holiday)

December 15, 2025 – Regular Board Meeting* (Holiday)

January 20, 2026 – Regular Board Meeting

February 2, 2026 – Special Board Meeting *(Supt. Evaluation)

February 23, 2026 – Regular Board Meeting

March 23, 2026 – Regular Board Meeting

April 27, 2025 – Regular Board Meeting

May 18, 2026 – Regular Board Meeting* (Holiday)

June 22, 2025 – Regular Board Meeting

July 20, 2026 – Special Board Meeting* (Supt. Mid-Year Evaluation)

July 27, 2026 – Regular Board Meeting



* Dates changed due to conflicts with Holidays or Conferences Board Approved

Central Office Administration

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

Superintendent of Schools	Kimberly Moore
Chief Financial Officer	Olga Mendez
Executive Director of Safety, Security and Student Services	RJ Alvarado
Director of Human Resources	Belinda Gamez
Director of Curriculum	Rhonda Garcia
Director of Special Education	Roana Rivera
Director of Maintenance Facilities	Denise Hernandez
Director of Athletics	Cheryl Fillmore
ACE Director	Dawn Marshall



Employment

Equal Employment Opportunity

Policies DAA, DIA

In its efforts to promote nondiscrimination and as required by law, West Oso ISD does not discriminate against any employee or applicant for employment because of race, color, religion, gender, sex, 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.

Employees with questions or concerns about discrimination based on sex, including sexual harassment should contact ***RJ Alvarado, the District Title IX coordinator***. Employees with questions or concerns about discrimination on the basis of a disability should contact Belinda Gamez, the district ADA/Section 504 Coordinator. 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.

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 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. The probationary period for those who have been employed as a teacher in public education for at least five of the eight years preceding employment with the district may not exceed one school year.

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

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

Noncertified Professional and Administrative Employees. Employees in professional and administrative positions that do not require SBEC certification (such as non-instructional administrators) are not employed by contract. Employment is not for any specified term and may be terminated at any time by either the employee or the district.

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

Certification and Licenses

Policies DBA, DF

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

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

Recertification of Employment Authorization

Policy DC

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

Employees whose immigration status, employment authorization, or employment authorization documents have expired must present new documents that show current employment authorization. Employees should file the necessary application or petition sufficiently in advance to ensure that they maintain continuous employment authorization or valid employment authorization documents. Contact the WOISD Business Office if you have any questions regarding re-verification 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. Disciplinary action, up to and including termination, may result if an employee refuses to submit to testing or is found to violate district policy.

Employees Required to Have a Commercial Driver's License. Any employee whose duties require a commercial driver's license (CDL) is subject to 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.

Employees with questions or concerns relating to alcohol and drug testing policies and related educational material should contact the Office of the Superintendent.

Health Safety Training

Policies DBA, DMA

Certain employees who are involved in physical activities for students must maintain and submit to the district proof of current certification or training in first aid, cardiopulmonary resuscitation (CPR), the use of an automated external defibrillator (AED), concussion, and extracurricular athletic activity safety. Certification or documentation of training must be issued by the American Red Cross, the American Heart Association, University Interscholastic League, or another organization that provides equivalent training and certification. Employees subject to this requirement must submit their certification or documentation to Cheryl Fillmore, Athletic Director by September 2025.

Reassignments and Transfers

Policy DK

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

An employee with the required qualifications for a position may request a transfer to another campus or department. A written request for transfer must be completed and signed by the employee and the employee's supervisor. A teacher requesting a transfer to another campus before the school year begins must submit his or her request by April 2025. Requests for transfer during the school year will be considered only when the change will not adversely affect students and after a replacement has been found. All transfer requests will be coordinated by the Office of the Superintendent office and must be approved by the receiving supervisor.

Workload and Work Schedules

Policies DEAB, DK, DL

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

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

Paraprofessional and Auxiliary Employees Support employees are employed at will and receive notification of the required duty days, holidays, and hours of work for their position on an annual basis. Paraprofessional and auxiliary employees must be compensated for overtime and are not authorized to work in excess of their assigned schedule without prior approval from their supervisor. All employees are required to take a **30-minute uninterrupted lunch break** each workday. See Overtime Compensation on page 19 for additional information.

ADA Accommodations

Policies DAA, DBB, DIA

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

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

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

Breaks for Expression of Breast Milk

Policies DEAB, DG

The district supports the practice of expressing breast milk and makes reasonable accommodations for the needs of employees who express breast milk.

The district provides a private location, 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.

Pregnant Workers Fairness Act

The Pregnant Workers Fairness Act (PWFA) provides consideration of accommodations to employees who have known limitations related to pregnancy, childbirth, or related medical conditions. A person seeking a PWFA accommodations should contact Belinda Gamez, Director of Human Resources.

Notification to Parents Regarding Qualifications

Policies DK, DBA

In schools receiving Title I funds, the district is required by 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 Belinda Gamez, Director of Human Resources.

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. Sales of any items for personal profit during the school day is prohibited. Supervisors will consider outside employment on a case-by-case basis and determine whether it should be prohibited because of a conflict of interest.

Employees are expected to devote their full attention and professional efforts to their duties during contracted work hours. At no time is it acceptable for staff to engage in outside employment or business activities during these hours.

Additionally, any outside employment that could reasonably be considered a conflict of interest.

Performance Evaluation

Policy DN series

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

Employee Involvement

Policies BQA, BQB

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

Staff Development

Policy DMA

Staff development activities are organized to meet the needs of employees and the district. Staff development for instructional personnel is district/campus-based, related to achieving district and campus performance objectives, addressed in the campus improvement plan, and approved by a district and campus-level advisory committee.

Staff development for non-instructional personnel is designed to meet specific licensing requirements (e.g., bus drivers) and continued employee skill development.

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

Mental Health Training

Policy DMA

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

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

Compensation and Benefits

Salaries, Wages, and Stipends

Policies DEA, DEAA, DEAB

Employees are paid in accordance with administrative guidelines and an established pay structure. The district's pay plans are reviewed by the administration each year and adjusted as needed. All district positions are classified as exempt or nonexempt according to federal law. Professional employees and academic administrators are generally classified as exempt and are paid bi-weekly salaries. They are not entitled to overtime compensation. Other employees are generally classified as nonexempt and are paid an hourly wage or annualized salary and overtime pay for each hour worked beyond 40 in a workweek. (See *Overtime Compensation*, page 20)

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 the WOISD Business Office for more information about the district's pay schedules or their own pay.

Employees are responsible for regularly reviewing the accuracy of their pay statement and should contact the WOISD Business Office if they have any questions.

Paycheck

All employees are paid bi-monthly on the 15th and 30th of each month. Paychecks will not be released to any person other than the district employee named on the check without the employee's written authorization. Automatic Payroll Deposit

Automatic Payroll Deposit

Employees can have their paychecks electronically deposited into a designated account. A notification period of 3 weeks is necessary to activate this service. Contact the WOISD Business Office for more information about the automatic payroll deposit service.

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

PAY PERIOD		PAY DATE
08/10/25	-	08/23/25
08/24/25	-	09/06/25
09/07/25	-	09/20/25
09/21/25	-	10/04/25
10/05/25	-	10/18/25
10/19/25	-	11/01/25
11/02/25	-	11/15/25
11/16/25	-	12/06/25
12/07/25	-	12/27/25
12/28/25	-	01/17/26
01/18/26	-	01/31/26
02/01/26	-	02/14/26
02/15/26	-	02/28/26
03/01/26	-	03/21/26
03/22/26	-	04/04/26
04/05/26	-	04/18/26
04/19/26	-	05/02/26
05/03/26	-	05/16/26
05/17/26		05/30/26
05/31/26	-	06/13/26
06/14/26	-	07/04/26
07/05/26	-	07/18/26
07/19/26	-	08/01/26
08/02/26	-	08/15/26

SUBJECT TO CHANGE
07/23/25

Page 1 / 1

Payroll Deductions

Policy CFEA

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

- Teacher Retirement System of Texas (TRS) or 457 Deferred Compensation Plan contributions
- Federal income tax required for all employees
- Medicare tax (applicable only to employees hired after March 31, 1986)
- Child support and spousal maintenance, if applicable
- Delinquent federal education loan payments, if applicable

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

Overpayments

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

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

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

Overtime Compensation

Policy DEAB

The district compensates overtime for nonexempt employees in accordance with federal wage and hour laws. Only nonexempt employees (hourly employees, clerks, paraprofessional and maintenance staff are entitled to overtime compensation. Nonexempt employees are not authorized to work beyond their normal work schedule without prior written approval from the superintendent.

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 Sunday and ends at Saturday.

Nonexempt 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.

Lunch Breaks for Nonexempt Employees

All Nonexempt employees will be **REQUIRED** to clock in and out for their 30-minute duty-free lunch. This is not an option.

According to the Fair Labor Standards Act:

The employee must be completely relieved from duty for the purpose of eating

regular meals. The employee is not relieved if he/she is required to perform any duties, whether

active or inactive, while eating. If a non-exempt employee is not completely relieved from duty [during a non-paid lunch break], he/she shall be compensated for the meal period. It shall be the employee's responsibility to notify his/her immediate supervisor in the event that a meal has been missed or they were not completely relieved of duty during a meal period. The compensable meal period shall be added to the employee's work hours in the Time Clock Plus Timekeeping System.

Travel Expense Reimbursement

Policy DEE

Before any travel expenses are incurred by an employee, the employee's supervisor, the WOISD Chief Financial Officer and the WOISD Superintendent must give approval. For approved travel, employees will be required to utilize a rental provided by the District. If traveling in a group there will only be one vehicle rented for staff. If other travel expenditures according to the current rate schedule established by the district. ***Employees must submit receipts, to the extent possible, to be reimbursed for allowable expenses.*** Employees will not be reimbursed for in-district travel between district campuses/buildings.

Health, Dental, and Life Insurance

Policy CRD

Group health insurance coverage is provided through TRS-Active Care, 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-Active Care.

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 via email. Employees should contact the WOISD Business Department for more information.

Cafeteria Plan Benefits (Section 125)

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

New employees must accept or reject this benefit during their first month of employment. All employees must accept or reject this benefit on an annual basis and during the open enrollment 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 Texas Mutual. Employees are required to see approved workers' compensation providers.

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 Principal/Director. 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.

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 Office of Human Resources. .

Teacher Retirement

All personnel employed on a regular basis for at least four and one-half months are members of the Teacher Retirement System of Texas (TRS). Substitutes not receiving TRS service retirement benefits who work at least 90 days a year are eligible to purchase a year of creditable service in TRS. TRS provides members with an annual statement of their account showing all deposits and the total account balance for the year ending August 31, as well as an estimate of their retirement benefits.

Employees who plan to retire under TRS should notify the Office of Human Resources-- as soon as possible. Information on the application procedures for TRS benefits is available from TRS at Teacher Retirement System of Texas, 1000 Red River Street, Austin, TX 78701-2698, or call 800-223-8778 or 512-542-6400. TRS information is also available on the web (www.trs.texas.gov). See pages 27-38 for information on restrictions of employment of retirees in Texas public schools.

Leaves and Absences

Policies DEC, DECA, DECB

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

Paid leave must be used in half-day increments. Requested time off of over 2 hours will be considered a half-day. Unless an employee requests a different order, available paid state and local leave will be used in the following order:

- Local Leave
- State 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. It is the employee's responsibility to submit their absence on time clock. In addition, the employee must complete the Absence for Duty Form and submit to the campus secretary or department designee.

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

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

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

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

Reporting Absences

All employees will be required to submit their absence in Time Clock.

Upon returning to work, employees must complete the absence from duty form and submit to the campus secretary or designated person.

Medical Certification Any employee, who is absent more than 3 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.

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

Personal Leave

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

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

Discretionary Leave taken at an employee's discretion that can be scheduled in advance is considered discretionary leave. An employee wishing to take discretionary personal leave must submit a request to his or her principal or supervisor 5 days in advance of the anticipated absence. The effect of the employee's absence on the educational program or department operations, as well as the availability of substitutes, will be considered by the principal or supervisor.

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

State Sick Leave

State sick leave accumulated before 1995 is available for use and may be transferred to other school districts in Texas.

State sick leave may be used for the following reasons only:

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

Local Leave

All full-time employees shall earn six paid local leave days per school year in accordance with administrative regulations.

Local leave shall accumulate to a maximum of 60 leave days.

Local sick leave shall be used according to the terms and conditions of state sick leave accumulated before the 1995–96 school year. [See DEC(LEGAL)]

MENTAL HEALTH DAYS (DEC) REGULATION

West Oso ISD will allocate **one mental health day per semester** to eligible employees. These days are designed to support employee well-being and must be used in accordance with the following policies:

Eligibility and Allotment

- Each semester, employees are granted **one mental health day**:
 - **Fall Semester:** July 1 – December 5, 2025
 - **Spring Semester:** January 1 – May 8, 2026
- Each mental health day is equivalent to the employee's work schedule:
 - Example: Part-time employees working ½ days will receive **two ½ days**.
- **Substitutes are not eligible** for mental health days.

Use and Limitations

- **Mental health days do not accumulate or roll over** to the next semester or school year.
- **No compensation** will be provided for unused mental health days upon separation of employment.

Usage Guidelines

- Absences must be entered in:
 - The **time and attendance system** and
 - The **substitute management system** (if applicable).
- **Not allowed on:**
 - Mandatory attendance days (e.g., required Professional Development, STAAR testing).
 - The day **before or after** District holidays or breaks (per the instructional calendar).
- Must be used in **full-day increments for full-time staff**; no half-day use allowed.
- **Only teachers may request substitutes.** All other staff must select "no substitute required" when submitting their absence.

Sick Leave Bank (or Pool)

An employee who has exhausted all paid leave and who suffers from a catastrophic illness or injury may request the establishment of a sick leave pool, to which District employees may donate only local leave for use by the eligible employee.

If the employee is unable to submit the request, a member of the employee's family or the employee's supervisor may submit the request to establish a sick leave pool.

The pool shall cease to exist when the employee no longer needs leave for the purpose requested, uses the maximum number of days allowed under a pool, or exhausts all leave days donated to the sick leave pool.

The Superintendent or designee shall develop regulations for the implementation of the sick leave pool that address the following:

1. Procedures to request the establishment of a sick leave pool;
2. The maximum number of days an employee may donate to a sick leave pool;
3. The maximum number of days per school year an eligible employee may receive from a sick leave pool; and
4. The return of unused days to donors.

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.

What is FMLA leave?

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

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

- The birth 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 the spouse, child, parent or next of kin of a covered service member with a serious injury or illness **may take up to 26 workweeks** of FMLA leave in a single 12-month period to care for the servicemember.

You have the right to use FMLA leave in **one block of time**. When it is medically necessary or otherwise permitted, you may take FMLA leave **intermittently in separate blocks of time, or on a reduced schedule** by working less hours each day or week

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

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;
- Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.

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 Family and Medical Leave Provisions

Eligible employees can take up to 12 weeks of unpaid leave in the 12-month period measured backward from the date an employee uses FMLA.

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

Combined Leave for Spouses When both spouses who are employed by the District the District shall not limit FMLA leave for the birth, adoption, or foster placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks, nor shall the District limit military caregiver leave 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.

In certain cases, instructional employees desiring to return to work at or near the conclusion of a semester may be required to continue on family and medical leave until the end of the semester. The additional time off is not counted against the employee's FML entitlement, and the district will maintain the employees group health insurance and reinstate the employee at the end of the leave according the procedures outlined in policy (see DECA(LEGAL)).

Failure to Return If, at the expiration of FML, the employee is able to return to work but chooses not to do so, the district may require the employee to reimburse the district's share of insurance premiums paid during any portion of FML when the employee was on unpaid leave. If the employee fails to return to work for a reason beyond the employee's control, such as a continuing personal or family serious health condition or a spouse being unexpectedly transferred more than 75 miles from the district, the district may not require the employee to reimburse the district's share of premiums paid.

District Contact. Employees that require FMLA or have questions should contact Belinda Gamez, Human Resource Director, 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 Office of Human Resources should be notified at least 30 days in advance. The return-to-work notice must be accompanied by a physician's statement confirming that the employee is able to resume regular duties.

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

Workers' Compensation Benefits

An employee absent from duty because of a job-related illness or injury may be eligible for workers' compensation weekly income benefits if the absence exceeds seven calendar days.

An employee receiving workers' compensation wage benefits for a job-related illness or injury may choose to use 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 immediate supervisor.

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

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

Jury Duty

Policies DEC, DG

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

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

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

Compliance with a Subpoena

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

Truancy Court Appearances

An employee who is a parent, guardian of a child, or a court-appointed guardian ad litem of a child who is required to miss work to attend a truancy court hearing may use personal leave 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 paid leave when engaged in authorized training or duty orders by proper authority. Paid military leave is limited to 15 days each fiscal year. In addition, an employee is entitled to use available state and local 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 the Office of Human Resources. In most cases, the length of federal military service cannot exceed five years.

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

Employee Relations and Communications

Employee Recognition and Appreciation

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

District Communications

Throughout the school year, the **Office of the Superintendent** produces a variety of communication materials including newsletters, brochures, fliers, calendars, news releases, and other communication materials. These publications are designed to keep employees and the community informed about **school activities, events, and achievements** across the district.

They include the following:

1. WOISD Bear Nation Newsletter (Published several times a year)
2. WOISD Supt Bear Nation Weekly Update
3. WOISD Facebook Page
4. WOISD Twitter Page
5. WOISD Webpage
6. Parent Square

Complaints and Grievances

Policy DGBA

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

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

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 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* 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

Statement of Purpose

The Texas educator shall comply with standard practices and ethical conduct toward students, professional colleagues, school officials, parents, and members of the community and shall safeguard academic freedom. The Texas educator, in maintaining the dignity of the profession, shall respect and obey the law, demonstrate personal integrity, and exemplify honesty and good moral character. The Texas educator, in exemplifying ethical relations with colleagues, shall extend just and equitable treatment to all members of the profession. The Texas educator, in accepting a position of public trust, shall measure success by the progress of each student toward realization of his or her potential as an effective citizen. The Texas educator, in fulfilling

responsibilities in the community, shall cooperate with parents and others to improve the public schools of the community. (19 TAC 247.1(b))

Professional Standards

1. Professional Ethical Conduct, Practices, and Performance

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

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

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

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

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

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

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

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

Standard 1.9 The educator shall not make threats of violence against school district 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 or knowingly misrepresent his or her employment history, criminal history, and/or disciplinary record when applying for subsequent employment.

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

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

Standard 1.14 The educator shall not assist another educator, school employee, contractor, or agent in obtaining a new job as an educator or in a school, apart from the routine transmission

of administrative and personnel files, if the educator knows or has probable cause to believe that such person engaged in sexual misconduct regarding a minor or student in violation of the law.

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 provides information for a disciplinary investigation or proceeding under this chapter.

3. Ethical Conduct toward Students

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

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

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

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

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

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

Failure to comply with Texas Education Code of Ethics will result in the following consequences depending on the severity of the infraction:

- Email
- Face to Face Conference
- Notice of Concern
- Written Reprimand
- Placement on Growth Plan
- Termination

Dress Code

Rules for Dress Policy DH

Board Policy DH (LOCAL) states that the dress and grooming of district employees shall be clean, neat, in a manner appropriate for their assignments, and in accordance with any additional standards established by his or her supervisor and approved by the superintendent.

Professional Dress is required of all District employees

All employees must exercise good judgment in their choice of professional appearance for work and work-related activities by always appearing in a way that is appropriate to the situation and that will invoke a positive impression from the community; provide appropriate role modeling for students; promote a working and learning environment that is free from

unnecessary disruption; and, be conducive to high student and staff performance.

Examples of professional attire include, but are not limited to:

- Collared shirts, polo style shirts, sport shirts
- Dress slacks
- Suits
- Ties
- Blouses and shirts
- Professional dresses
- Blue jeans are only allowed on designated days per administration
- Clothing that provides full coverage when sitting, standing, and bending

Examples of clothing, accessories or body adornments that are **NOT considered** professional are as follows:

- Caps are not allowed to be worn inside the building.
- Appropriate length shorts only allowed to be worn for coaching purposes, special outdoor activities (ex: field day, outdoor field trip).
- Exposed undergarments
- See-through apparel
- Flip-flops
- Visible tattoos/body art that is obscene, sexual, satanic, gang-related or depict drugs, alcohol or tobacco
- Body piercings **shall not** be distracting to the general population
- Hairstyles and/or hair color **shall not** be distracting to the general population
- Leggings may only be worn under dresses, not as pants.

Exceptions

- ❖ Denim clothing shall be clean and neat with no holes, no extreme fading, frayed hems or worn-out look and not multi-toned.
- ❖ Physical Education staff may choose to wear appropriate attire, approved by campus administration, during the physical education period.
- ❖ Teachers who have lab or shop courses may wear aprons, smocks, or overalls during the instructional period, since this attire may be deemed necessary for safety purposes.

Principals and other administrative supervisors are delegated the authority and bear the responsibility for ensuring compliance with this policy and are expected to counsel and/or discipline employees whom they supervise on professional appearance in conformance with this policy.

Discrimination, Harassment, and Retaliation

Policies DH, DIA

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

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

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

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 41 and *Bullying*, page 58 for additional information.

Reporting Suspected Child Abuse

Policies DG, DH, FFG, GRA

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

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

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

Reports to DFPS can be made using the Texas Abuse Hotline

(<https://www.txabusehotline.org/Login/Default.aspx> or 800-252-5400). State law specifies that an employee may not delegate to or rely on another person or administrator to make the report.

Under state law, a person reporting or assisting in the investigation of reported child abuse or neglect is immune from liability unless the report is made in bad faith or with malicious intent. In addition, the district is prohibited from taking an adverse employment action against a certified or licensed professional who, in good faith, reports child abuse or neglect or who participates in an investigation regarding an allegation of child abuse or neglect.

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

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

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

parent or school administrator against the desires of the duly authorized investigator is prohibited.

Sexual Abuse and Maltreatment of Children

The district has established a plan for addressing sexual abuse and other maltreatment of children, which may be accessed at www.westosoid.net. As an employee, it is important for you to be aware of warning signs that could indicate a child may have been or is being sexually abused or maltreated. Sexual abuse in the Texas Family Code is defined as any sexual conduct harmful to a child's mental, emotional, or physical welfare, including conduct that constitutes the offense of continuous sexual abuse of a young child or disabled individual, indecency with a child, improper relationship between an educator and a student, sexual assault, or encouraging a child to engage in sexual conduct, as well as a failure to make a reasonable effort to prevent sexual conduct with a child.

Maltreatment is defined as abuse or neglect. Anyone who suspects that a child has been or may be abused or neglected has a legal responsibility under state law for reporting the suspected abuse or neglect to law enforcement or to Child Protective Services (CPS).

Employees are required to follow the procedures described above in *Reporting Suspected Child Abuse*.

Reports to Texas Education Agency

Policies DF, DHB, DHC

The conduct of an employee must be reported to TEA if there is evidence that the employee was involved in any of the following:

- Any form of sexual or physical abuse of a minor, or any other unlawful conduct with a student or a minor
- Soliciting or engaging in sexual contact or a romantic relationship with a student or minor
- Engaged in inappropriate communication with a student or minor
- Failed to maintain appropriate boundaries with a student or minor

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

- The possession, transfer, sale, or distribution of a controlled substance
- The illegal transfer, appropriation, or expenditure of district or school property or funds
- An attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit for the purpose of promotion or additional compensation

- Committing a criminal offense or any part of a criminal offense on district property or at a school-sponsored event.

The reporting requirements above are in addition to the superintendent's ongoing duty to notify TEA when a certified employee or an applicant for certification has a reported criminal history or engaged in conduct violating the assessment security procedures established under TEC §39.0301. "Reported criminal history" means any formal criminal justice system charges and dispositions including arrests, detentions, indictments, criminal information, convictions, deferred adjudications, and probations in any state or federal jurisdiction that is obtained by a means other than the Fingerprint-based Applicant Clearinghouse of Texas (FACT).

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, e-mail accounts, devices connected to its networks, and all district-owned devices used on or off school property, are primarily for administrative and instructional purposes. Limited personal use is permitted if the use:

- Imposes no tangible cost to the district.
- Does not unduly burden the district's computer or network 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 Technology Department at WOISD.

Personal Use of Electronic Communications

Policy CQ,CY, DH

Electronic communications include all forms of social media, such as text messaging, instant messaging, electronic mail (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 include all forms of telecommunication such as landlines, cell phones, and web-based applications.

As role models for the district's students, employees are responsible for their public conduct even when they are not acting as district employees. Employees will be held to the same professional standards in their public use of electronic media as they are for any other public conduct.

If an employee's use of electronic media interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.

If an employee wishes to use a social network site or similar media for personal purposes, the employee is responsible for the content on the employee's page, including content added by the employee, the employee's friends, or members of the public who can access the employee's page, and for web links on the employee's page. The employee is also responsible for maintaining privacy settings appropriate to the content.

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

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

- The employee shall limit use of personal electronic communication devices to send or receive calls, text messages, pictures, and videos to breaks, meal times, and before and after scheduled work hours, unless there is an emergency or the use is authorized by a supervisor to conduct district business.
- The employee shall not use the district's logo or other copyrighted material of the district without express, written consent.
- An employee may not share or post, in any format, information, videos, or pictures obtained while on duty or on district business unless the employee first obtains written approval from the employee's immediate supervisor. Employees should be cognizant that they have access to information and images that, if transmitted to the public, could violate privacy concerns.
- The employee continues to be subject to applicable state and federal laws, local policies, administrative regulations, and the Texas Educators' Code of Ethics, even when communicating regarding personal and private matters, regardless of whether the

employee is 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 Policy DH (EXHIBIT)]
- Confidentiality of district records, including educator evaluations and private e-mail addresses. [See Policy GBA]
- Copyright law [See Policy CY]
- Prohibition against harming others by knowingly making false statements about a colleague or the school system. [See Policy DH (EXHIBIT)]

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

Electronic Communications between Employees, Students and Parents

Policy DH

A certified or licensed employee, or any other employee designated in writing by the superintendent or a campus principal, may use electronic communications with students who are currently enrolled in the district. The employee must comply with the provisions outlined below. Electronic communications between all other employees and students who are enrolled in the district are prohibited. Employees are not required to provide students with their personal phone number or email address.

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

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

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

- *Electronic communications* mean any communication facilitated by the use of any electronic device, including a telephone, cellular telephone, computer, computer network, personal data assistant, or pager. The term includes e-mail, text messages, instant messages, and any communication made through an Internet website, including a social media website or a social networking website.

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

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

- The employee is prohibited from knowingly communicating with students using any form of electronic communications, including mobile and web applications, that are not provided or accessible by the district unless a specific exception is noted below.
- Only a teacher, trainer, or other employee who has an extracurricular duty may use text messaging, and then only to communicate with students who participate in the extracurricular activity over which the employee has responsibility. An employee who communicates with a student using text messaging shall comply with the following protocol:

Parent Square will be the official communication app for the district. This will be used for individual, groups or mass communication.

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

- The employee is prohibited from knowingly communicating with students using any form of electronic communications, including mobile and web applications, that are not provided or accessible by the district unless a specific exception is noted below.
- Only a teacher, trainer, or other employee who has an extracurricular duty may use text messaging, and then only to communicate with students who participate in the extracurricular activity over which the employee has responsibility. An employee who communicates with a student using text messaging shall comply with the following protocol:

The employee shall include his or her immediate supervisor as a recipient on each text message to the student so that the student and supervisor receive the same message.

- 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 must get prior approval before creating a professional page using the West Oso ISD name.

- The employee shall not communicate directly with any student between the hours of 9:00 p.m. and 7:00 a.m.
- The employee does not have a right to privacy with respect to communications with students and parents.
- The employee continues to be subject to applicable state and federal laws, local policies, administrative regulations, and the Texas Educators' Code of Ethics including:
 - Compliance with the Public Information Act and the Family Educational Rights and Privacy Act (FERPA), including retention and confidentiality of student records. [See Policies CPC and FL]
 - Copyright law [Policy CY]
 - Prohibitions against soliciting or engaging in sexual conduct or a romantic relationship with a student. [See Policy DHB]
- Upon request from administration, an employee will provide the phone number(s), social network site(s), or other information regarding the method(s) of electronic media the employee uses to communicate with 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. Communication about school issues through personal email accounts or text messages are not allowed as they cannot be preserved in accordance with the district's record retention policy.
- An employee shall notify his or supervisor in writing within one business day if a student engages in an improper electronic communication with the employee. The employee should describe the form and content of the electronic communication.

Public Information on Private Devices

Policy DH, GB

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

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

Criminal History Background Checks

Policy DBAA

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

Employee Arrests and Convictions

Policy DH

An employee must notify his or her principal or immediate supervisor within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of any felony, 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 SBEC rules

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

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

Alcohol and Drug-Abuse Prevention

Policy DH

West Oso 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.

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.

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

Fraud and Financial Impropriety

Policy CAA

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

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

- Any other dishonest act regarding the finances of the district
- Failure to comply with requirements imposed by law, the awarding agency, or a pass-through entity for state and federal awards

Conflict of Interest

Policy CB, DBD

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

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

Employees should contact their supervisor for additional information.

Gifts and Favors

Policy DBD

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

Copyrighted Materials

Policy CY

Employees are expected to comply with the provisions of federal copyright law 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.

Charitable Contributions

Policy DG

The Board or any employee may not directly or indirectly require or coerce an employee to contribute 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 contributing to a charitable organization or in response to a fundraiser or attending a meeting called for the purpose of soliciting charitable contributions.

Safety and Security

Policy CK series

The district has developed and promotes a comprehensive program to ensure the safety 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.

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

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

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

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

Employees with questions or concerns relating to safety programs and issues can contact the WOISD Director of Student Services.

Possession of Firearms and Weapons

Policies DH, FNCG, GKA

Employees, visitors, and students, including those with a license to carry a handgun, are prohibited from bringing firearms, knives, clubs, or other prohibited weapons onto school premises (i.e., building or portion of a building) or any grounds or building where a school-sponsored activity takes place. A person, including an employee, who holds a license to carry a handgun may transport or store a handgun or other firearm or ammunition in a locked vehicle in a parking lot, garage, or other district provided parking area, provided the handgun or firearm or ammunition is properly stored, and not in plain view. To ensure the safety of all persons, employees who observe or suspect a violation of the district's weapons policy should report it to their supervisor or call 911 immediately.

The only exception to this is the district's Security Personnel who have been board approved to carry firearms.

Visitors in the Workplace

Policy GKC

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

Children in the Work Place

This is a reminder that staff members should not bring children to work during scheduled work hours. This includes **Professional Development days**, even if students are not present.

While we understand that unexpected situations may arise, the workplace is not an appropriate environment for children during the school day. This policy helps ensure a professional atmosphere and minimizes distractions to instructional planning and campus operations.

If children are present **after hours**, they must be under your direct supervision at all times and must not interfere with school activities.

Cell Phone and Social Media Usage Policy

To ensure a focused and professional learning environment, the following guidelines regarding personal cell phone and social media usage will be in effect for all staff:

Cell Phone Use

- Staff members are limited in their use of personal cell phones during the instructional day.
- Cell phones should only be used for emergency purposes during instructional time.
- Limited Personal business use is permitted only during planning periods or in emergency situations.
- Personal use of cell phones are permitted only during lunch time.
- Non-instructional staff that do not have a planning period should seek coverage and accept personal phone calls.
- Office personnel will adhere to the same guidelines limiting personal business phone calls in the event of an emergency or for business that must be conducted during work hours.
-

Social Media Use

This is a reminder that staff members are permitted to post on social media **only during their designated lunch break**. Social media posting during instructional time or other parts of the workday is **not permitted**.

Please also remember that all social media activity, regardless of timing, must remain professional and in alignment with district expectations.

Thank you for your attention to this matter and for helping maintain a productive and professional environment.

Accountability/Expectations

- All staff will be held accountable for adhering to these expectations.
- Administrators will follow up with appropriate documentation and disciplinary steps when necessary, which may include:
 - Verbal conversation
 - Note to file
 - Letter of concern
 - Written reprimand
 - Growth plan (for patterns of repeated behavior)
 -
- Non-instructional staff that do not have a planning period should seek coverage and accept personal phone calls.

- Office personnel will adhere to the same guidelines limiting personal business phone calls in the event of an emergency or for business that must be conducted during work hours.

Maintaining professionalism throughout the school day supports a positive learning environment for our students and reflects our shared commitment to excellence.

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 WOISD Office of Maintenance and Operations 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 located on the front door of the building.

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.

General Procedures

Emergency School Closing

The district may close schools because of severe weather, epidemics, or emergency conditions. When such conditions exist, the Superintendent will make the official decision concerning the closing of the district's facilities. When it becomes necessary to open late, to release students early, or to cancel school, district officials will post a notice on the district's website, notification via Parent Square and notify the radio and television stations. For additional information about inclement weather plans, visit www.westosoid.net.

Emergencies

Policies CKC, CKD

All employees should be familiar with the safety procedures for responding to emergencies, including a medical emergency, and the evacuation diagrams posted in their work areas. 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.

Name and Address Changes

It is important that employment records be kept up to date. Employees must notify the WOISD Human Resources Department office if there are any changes or corrections to their name, home address, contact telephone number, marital status, emergency contact, or beneficiary. The form to process a change in personal information can be obtained from the Office of Human Resources or on the One Stop Shop under Human Resources.

Personnel Records

Policy DBA, GBA

Most district records, including personnel records, are public information and must be released upon request. In most cases, an employee's personal 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
- Information that reveals whether they have family members
- Personal e-mail address
- Emergency contact information

The choice to not allow public access to this information may be made at any time by submitting a written request to the WOISD Human Resource Department. 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. 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. *A facility use request* must be submitted to the *Office of the Superintendent* for approval.

The principal or the designee is responsible for scheduling the use of facilities after hours. Contact the *Business Office* to request the necessary form for use of school facilities and to obtain information on the fees charged.

West Oso ISD Financial Procedures & Cash Handling Guidelines/Procedures

Cash Handling and Fundraising Procedures

Policy CH

All purchase requests must be submitted to the campus or department secretary for entry into the Ascender system to ensure proper authorization and approval.

No purchases, charges, or commitments for goods or services may be made on behalf of the district without an approved purchase order. The district will not reimburse employees or assume responsibility for any purchases made without prior approval.

Employees are strictly prohibited from purchasing supplies or equipment for personal use through the district's accounts.

All purchases must be delivered to the appropriate West Oso ISD campus or department. Delivery of supplies or services to an individual's residence is not permitted under any circumstances

Purchase Orders

All goods and services must be ordered using an approved Purchase Order (PO) number. Staff members are not authorized to place orders without a PO. Individuals who do so may be held personally responsible for payment of the invoice.

Cash and Check Handling

Cash and checks collected by campuses or departments must be counted, receipted, and prepared for deposit on the same day they are received. Even if funds are collected over multiple days, they must be turned in daily.

Timely Deposits

All funds must be deposited into the appropriate school activity fund within 24 hours or by the next business day. If a deposit cannot be made by the end of the day, the funds must be stored in a secure location within the campus administration office.

Check Requirements

Checks must be made payable to **West Oso ISD** or the **appropriate campus**. The memo line should include the student's name and the purpose or activity related to the payment.

Receipts

Receipts must be issued for all collections from students or staff. Receipts may be provided using a district receipt book or a campus/department-approved form.

Unallowable Expenditures

District funds—regardless of source (local, state, or federal)—may not be used to purchase gifts, gift cards, or make donations to other organizations.

Use of Cash Collections

Cash collected may not be used directly to purchase supplies, refreshments, or other items. All cash must be deposited in full and as received.

Cash Security

Collected cash must be kept in a secure location at all times. Cash may not be stored overnight in desks, file cabinets, or other unsecured areas. Staff should not take cash home under any circumstances.

Check Practices

Postdated checks are not permitted. Collected funds may not be used to cash personal checks.

Electronic Payment Restrictions

The district does not accept payments via services such as Cash App, Venmo, PayPal, or similar electronic platforms.

Termination of Employment

Resignations

Policy DFE, DHB

Contract Employees

Contract employees may resign their position without penalty at the end of any school year if written notice is received at least 45 days before the first day of instruction of the following school year. A written notice of resignation should be submitted to the superintendent.

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

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

- Certain misconduct, abuse, unlawful act
- Involvement or solicitation of a romantic relationship with a student or minor
- Solicitation or engaging in sexual conduct with a student or minor
- Inappropriate communications with a student or minor
- Failure to maintain appropriate boundaries with a student or minor
- Possession, transfer, sale, or distribution of a controlled substance
- Illegal transfer, appropriation, or expenditure of district or school property or funds
- An attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit for the purpose of promotion or additional compensation
- Committing a criminal offense or any part of a criminal offense on district property or at a school-sponsored event.

The superintendent is required to report such conduct to SBEC.

Noncontract Employees

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

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

The superintendent is required to report such conduct to SBEC.

Dismissal or Nonrenewal of Contract Employees

Policies DF Series, DHB, DP

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

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

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

Dismissal of Noncontract Employees

Policy DHC, DP

Noncontract employees are employed at will and may be dismissed without notice, a description of the reasons for dismissal, or a hearing. It is unlawful for the district to dismiss any employee for reasons of race, color, religion, gender, national origin, age, disability, military status, genetic information, any other basis protected by law, or in retaliation for the exercise of certain protected legal rights. Noncontract 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 31.)

Discharge of Convicted Employees

Policy DF

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

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

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

Exit Interviews and Procedures

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

Reports to Texas Education Agency

Policy DF, DHB

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

West Oso ISD does not discriminate on the basis of race, color, religion, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

Questions or concerns about discrimination against students based on sex, including sexual harassment should be directed to RJ Alvarado, the district Title IX coordinator. Questions or concerns about discrimination on the basis of a disability should be directed to Dr. Roana Rivera, the district ADA/Section 504 coordinator. All other questions or concerns relating to discrimination based on any other reasons should be directed to the Superintendent.

Student Records

Policy FL

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

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

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

Parent and Student Complaints

Policy FNG

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

Parents are encouraged to discuss problems or complaints with the teacher or the appropriate administrator at any time. Parents and students with complaints that cannot be resolved to their satisfaction should be directed to the campus principal. The formal complaint process provides

parents and students with an opportunity to be heard up to the highest level of management if they are dissatisfied with a principal's response.

Administering Medication to Students

Policy FFAC, FFAF

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.

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 cyber bullying, to the campus principal or the Director of Student Services. The district's policy includes definitions and procedures for reporting and investigating bullying of students and is reprinted below:

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

Examples

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

Retaliation

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

Examples

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

False Claim

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

Timely Reporting

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

Reporting Procedures

Student Report

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

Employee Report

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

Report Format

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

Notice of Report

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

Prohibited Conduct

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

Investigation of Report

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

Concluding the Investigation

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

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

Notice to Parents

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

District Action

Bullying

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

Discipline

A student who is a victim of bullying and who used reasonable self-defense in response to the bullying shall not be subject to disciplinary action. The discipline of a student with a disability is subject to applicable state and federal law in addition to the Student Code of Conduct.

Corrective Action

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

Transfers

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

Counseling

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

Improper Conduct

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

Confidentiality

To the greatest extent possible, the District shall respect the privacy of the complainant, persons against whom a report is filed, and witnesses. Limited disclosures may be necessary in order to conduct a thorough investigation.

Appeal

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

Records Retention

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

Access to Policy and Procedures

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

Hazing

Policy FNCC

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

Special Programs

West Oso ISD special programs consist of Section 504, Response to Intervention, English Learners, Special Education, and Dyslexia.

West Oso ISD is committed to delivering all required services and support to all students receiving support from any special program at West Oso ISD. Each staff member has specific roles and responsibilities per special program. Staff are required to complete and document any required items as assigned by the district.

Items required are as followed, but not limited to:

- Staff will notify appropriate staff of any student concerns regarding special programs.
- Staff will attend all required meetings for any West Oso ISD special program as assigned.
- Staff will review and implement any special programs plan per student.
- Staff will complete special programs tasks by district set timelines and due dates.
- Staff will conduct guardian contact for students and document contact in the appropriate logs as indicated by the district.

- All teachers are required to complete teacher input forms.
- All teachers are required to implement and document any accommodations and/or modifications indicated in any special programs plan per student.
- All teachers are required to document any accommodations and/or modifications following the district's guidelines for documentation indicated by the district.
- All teachers are required to progress monitor student data (academic, behavior, attendance, etc.).

Ordinary Teacher Removal

A teacher may send a student to the campus behavior coordinator's office to maintain discipline in the classroom or when the student engages in behavior that violates the SCC. For these informal removals, the behavior coordinator will use one or more discipline management

techniques to address and improve the student's behavior before returning the student to the classroom. If the student's behavior does not improve, the behavior coordinator will employ other discipline techniques or progressive interventions to improve the student's conduct.

Formal Teacher Removal

A teacher may remove a student from class when:

- The student's behavior has been documented by the teacher as **repeatedly** interfering with the teacher's ability to teach or with the learning of other students; or
- The behavior is so unruly, disruptive, or abusive that it seriously interferes with the teacher's ability to teach or with the learning of other students. Consistent documentation must be provided to the campus administrator.

A teacher may document any conduct by a student that does not conform to the Student Code of Conduct and may submit that documentation to the principal. A teacher must remove a student from class if the student engages in conduct that requires or permits DAEP placement or expulsion under the Texas Education Code, in which case the procedures for DAEP placement or expulsion will apply.

Placement During Removal

When a teacher utilizes a formal removal of the student from the classroom, the administrator may place the student in: (1) another appropriate classroom, (2) in-school suspension, (3) out of school suspension, or (4) DAEP.

Procedures for Teacher Removal

No later than three school days after a teacher has formally removed a student from class, an administrator will schedule a conference with the campus behavior coordinator or other administrator, the student's parent/guardian, the student, and the teacher. At the conference, the student will be provided an explanation of the basis for removal and be given an opportunity to respond. After the conference, the campus behavior coordinator or designee will render a discipline decision and inform the student and parent/guardian of the consequences.

A student who is sent to the campus behavior coordinator's or other administrator's office through an ordinary or a formal teacher removal from class is not considered to have been removed from the classroom for the purposes of reporting data through the Public Education Information Management System (PEIMS) or other similar reports required by state or federal law.

Return to the Classroom

If the teacher removed the student from class because the student engaged in assault resulting in bodily injury, aggravated assault, sexual assault, or aggravated sexual assault against the teacher, the student may not be returned to the teacher's class without the teacher's written consent. In

other cases where the teacher initiates a formal removal, the student may only be returned to the teacher's class without the teacher's consent if the Placement Review Committee determines that the teacher's class is the best or only alternative.

Technology Resources

Policy CQ

The district's technology resources, including its network, 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 technology resources are not confidential and can be monitored at any time to ensure appropriate use.

Employees who are authorized to use the systems are required to abide by the provisions of the district's acceptable use policy and administrative procedures. Failure to do so can result in suspension of access or termination of privileges and may lead to disciplinary action. Employees with questions about computer use and data management can contact the Director of Technology at 361-806-5900.

Definition of District Technology Resources

The district's computer systems and networks are any configuration of hardware and software owned by West Oso ISD. The systems and networks include all of the computer hardware, operating system software, application software, stored text, and data files.

This includes electronic mail, local databases, externally accessed databases (such as the Internet), CD-ROM, optical media, clip art, digital images, digitized information, communications technologies, and new technologies as they become available. The district reserves the right to monitor all access to these technology resources.

If a letter of resignation is submitted after the school year has ended, all accounts will be deleted within a week. The employee needs to extract desired information no later than 7 days of the letter submission.

Employee Technology Resources and Acceptable Use Agreement

Policy CQ

The district provides technology resources to its students and staff for educational and administrative purposes. The goal in providing these resources is to promote educational excellence in the schools by facilitating resource sharing, innovation and communication with the support and supervision of parents, teachers, and support staff. The use of these technology resources is a privilege, not a right.

Proper behavior, as it relates to the use of computers, is no different than proper behavior in all other aspects of district activities. All users are expected to use the district technology resources in a legal, responsible, ethical, and polite manner. This section is intended to clarify those expectations as they apply to computer and network usage and is consistent with district Policy CQ (Local).

District Technology Resources: Employee Acceptable Use Agreement

1. System users must report any weaknesses in district computer security, any incidents of possible misuse or violation of this agreement to the proper authorities by contacting the appropriate management. This security weakness should not be disclosed to other users.
2. System users must not share their district account(s), passwords, Personal Identification Numbers (PIN), Security Tokens (i.e. Smartcard), or similar information or devices used for identification and authorization purposes. The user is responsible for the proper use of the above information at all times.
3. Passwords should not be written down. If it must be written down, try to write it in a way that cannot be deciphered (such as using a hint) and store it securely in a safe, unlikely- to-be discovered location (e.g. not under the keyboard or on the monitor).
4. Attempting to log on or logging on to a computer or email system by using another's password is prohibited. Assisting others in violating this rule by sharing information or passwords is unacceptable.
5. Student use of the district technology resources is allowed when granted permission and supervised by a staff member.
6. Student Directory Information such as but not limited to photographs, names, student work, etc. should not be shared via electronic communications without written parental consent on file
7. Participation in any unauthorized chat room accessed on the Internet is not allowed for students or employees unless special permission is arranged through the chief technology officer or designee.

8. Non-educational online communication tools such as but not limited to blogs, wikis, etc. should not be accessed at school. Educational online communication tools may be accessed in compliance with the Internet Safety Guidelines.
9. System users must insure all communications/postings on electronic resources provided by the district / state are consistent with district policies and guidelines.
10. Staff should never put student information such as but not limited to student pictures, class field trips, etc. on personal websites or personal Web 2.0 tools such as but not limited to sites such as Facebook, Flickr, etc.
11. An employee who uses a social networking site or similar media for personal purposes is responsible for the content of his/her page including the content added by the employee's friends or members of the public who can access the employee's page and for web links linked to his/her page.
12. Improper use of any district technology resource is prohibited. This includes the following:
 - Using racist, profane, pornographic, sexually oriented, or obscene language or materials
 - Using the network for political activity
 - Attempting to harm or harming equipment, materials or data
 - Attempting to send or sending anonymous messages of any kind
 - Using the network to access inappropriate and / or harmful materials
 - Knowingly placing a computer virus on a computer or the network
 - Streaming media, such as radio, games, video, etc., for non-educational purposes
 - Using the network to provide addresses or other personal information that others may use inappropriately
 - Purposely engaging in activity that may: harass, threaten, defame, slander, libel, malign, or abuse another individual or group.
 - Using the network for illegal purposes, in support of illegal activities, or for any other activity prohibited by district policy or guidelines
 - Proxy sites - Attempting to bypass or bypassing, the filtering device by using sites such as but not limited to proxy sites on the district's electronic communications system
13. System users must not intentionally access, create, store or transmit material, which the district may deem to be offensive, indecent or obscene (other than in the course of academic research where this aspect of the research has the explicit approval of the district's official processes for dealing with academic ethical issues).
14. Non-district email accounts are not provided or supported by the technology department.
15. System users are asked to delete electronic mail or outdated files on a regular basis.
16. System users must not encrypt communications so as to avoid security review or monitoring by the system administrator.
17. System users must not waste district technology resources for non-educational purposes. (Distribution of video or photos, listening to web radio, etc.)
18. Copyright: All users are expected to follow existing copyright laws, copies of which may be found in each campus library. Users must not make unauthorized copies of copyrighted software.
19. Software applications may not be placed on any computer or district mobile device, whether stand-alone or networked to the district's system, without permission from the

- chief technology officer or designee.
20. System users must not use non-standard shareware or freeware software without the district technology designee's approval.
 21. System users may not download any type of file sharing software without the district technology designee's approval.
 22. System users must not degrade the performance of the district technology resources; deprive an authorized district user access to a district resource; obtain extra resources beyond those allocated; circumvent the district computer security measures.
 23. System users must not download, install or run security programs or utilities that reveal or exploit weaknesses in the security of a system. For example, the district users must not run password cracking programs, packet sniffers, or port scanners or any other non-approved programs on the district technology resources.
 24. System users must not plug unauthorized hardware into the district network such as but not limited to wireless access points, routers, external storage devices, or any non-district supported hardware.
 25. System users must not otherwise engage in acts against the aims and purposes of the district as specified in its governing documents or in rules, regulations and procedures adopted from time to time.
 26. System users must logout of their remote access account such as but not limited to VPN or Virtual Private Network, Stoneware-web Network portal, etc. when not in use.
 27. To help maintain an accurate inventory, system users must not move computer hardware. Users may submit a technology work order to have a computer system moved or submit a Computer and Printer Move Request.
 28. System users will be responsible for the care and maintenance of their systems. Maintenance issues should be reported to the campus or department designee via a technology work order.
 29. Access to the Internet from a district owned, home-based computer must adhere to the same policies that apply to computers within district facilities. Employees will be responsible for any family member or other non-employee who accesses district computer system via the employee's home-based machine.

User Back Up

The user is responsible for backing up data stored on their individual user network drive.

- Individual backups should occur at least once each six weeks during the school year.
- Backups should be placed on a secondary storage device such as a CD, USB memory stick, external hard drive, or web-based storage.

Ownership of Electronic Files

Electronic files created, sent, received, or stored on district technology resources owned, leased, administered, or otherwise under the custody and control of the district are the property of the district.

Privacy

Electronic files created, sent, received, or stored on district technology resources owned, leased, administered, or otherwise under the custody and control of the district are not private and may be accessed or monitored by the Superintendent or designee at any time.

Special Notation

Employees that resign or retire from the district will have all WOISD and related academic accounts terminated after the last contractual day with the district. It is the employee's responsibility to retrieve any necessary information from these accounts **prior** to the official last day of work.

Incidental Use

As a convenience to the district user community, incidental use of district technology resources is permitted. The following restrictions apply:

- Incidental personal use of electronic mail, internet access, fax machines, printers, copiers, and so on, is restricted to West Oso ISD approved users.
- Incidental use must not result in direct costs to the district.
- Incidental use must not interfere with the normal performance of an employee's work duties.
- No files or documents may be sent or received that may cause legal action against, or embarrassment to the district.
- Storage of personal email messages, voice messages, files and documents within district technology resources must be nominal.
- All messages, files and documents – including personal messages, files and documents – located on West Oso ISD district technology resources are owned by West Oso ISD, may be subject to open records requests, and may be accessed in accordance with this policy.

Vandalism Prohibited

Any malicious attempt to harm or destroy the district's equipment or materials, data of another user of the district's system, or any of the agencies or other networks to which the district has access, is prohibited. Deliberate attempts to degrade or disrupt system performance may be viewed as violation of district guidelines and possibly, as criminal activity under applicable state and federal laws, including the Texas Penal Code, Computer Crimes, Chapter 33. This includes, but is not limited to, the uploading or creating of computer viruses.

Vandalism as defined above will result in the cancellation of system use privileges and possible prosecution. The party will be responsible for restitution of costs associated with cleanup, system restoration, hardware, or software costs.

Forgery Prohibited

Forgery or attempted forgery of electronic messages is prohibited. Attempts to read, delete, copy, or modify the electronic mail of other system users or deliberate interference with the ability of other system users to send/receive electronic mail is prohibited.

Information Content/Third Party Supplied Information

System users and parents of students with access to the district's system should be aware that use of the system may provide access to other electronic communications systems outside the district's networks that may contain inaccurate and/or objectionable material.

Safe Environment

The district is making every effort to ensure that the learning environment is a safe one. The district follows the Children's Internet Protection Act (CIPA), which provides additional filtering for Internet security and safety.

If you have questions or concerns regarding this policy, please contact the campus principal. An employee knowingly bringing prohibited materials into the school's electronic environment will be subject to disciplinary action in accordance with district policies. [See DH]

Disciplinary Actions

West Oso ISD may suspend or revoke a system user's access to the District's system upon violation of this acceptable use agreement. Improper or unethical use may result in disciplinary actions consistent with the existing student code of conduct or district policy. This may also require restitution for costs associated with system restoration, hardware or software.

Violation of this agreement may result in disciplinary action that may include termination for employees and temporaries; a termination of employment relations in the case of contractors or consultants; dismissal for interns and volunteers; or suspension or expulsion in the case of a student. Additionally, individuals are subject to loss of district technology resources access privileges, civil, and criminal prosecution.

Employee Email Usage Agreement

Purpose

The purpose of the West Oso ISD email agreement is to establish the rules for the use of district email for the sending, receiving, or storing of electronic mail.

The district's electronic communications system is property of district. Therefore, the district owns all email. Employees have no right to privacy with regards to district email and can be monitored at any time to ensure appropriate use.

West Oso ISD technology resources are strategic, valuable assets that must be managed as such. Thus, this agreement is established to achieve the following:

- To ensure compliance with applicable statutes, regulations, and mandates regarding the management of information resources.
- To establish prudent and acceptable practices regarding the use of email.
- To educate individuals using email with respect to their responsibilities associated with such use.

Audience

The district email agreement applies equally to all individuals granted access privileges to any West Oso ISD information resource with the capacity to send, receive, or store electronic mail.

Employee Email Activities NOT Permitted

1. Inappropriately distributing protected or copyrighted works.
2. Using district email to operate a personal business.
3. Sending, forwarding or posting an email anonymously.
4. Sending, forwarding or posting email that contains any items involving partisan party politics, political lobbying or campaigning.
5. Sending, forwarding or posting email that is intimidating or harassing including that of a racist, sexist, threatening, obscene, pornographic or otherwise objectionable nature or language is strictly prohibited.
6. Impeding the conduct of school business by sending, forwarding or posting and receiving personal email other than stated in the email usage guidelines.

Prohibited Activities

Activities prohibited because they impede the functioning of network communications and the efficient operations of electronic mail systems:

1. Sending, forwarding, or posting chain letters.
2. Sending, forwarding or posting unsolicited messages to large groups of 10 or more except as required to conduct District business.
3. (District permission must be received to send out a message to everyone's mailbox district-wide. West Oso ISD has established email distribution groups for the convenience of employees. All campus employees must gain the approval of their campus principal to disseminate information, other than district business, using the campus distribution groups.
4. Sending, forwarding or posting excessively large messages/attachments.
5. Sending, forwarding or posting email that is likely to contain computer viruses.
6. The use of unauthorized communication software such as but not limited to instant messaging and other non-educational online communication tools.

Email Usage Guidelines

1. Staff members should set aside time to check and respond to email messages at least once per work day.
2. Personal use of email is a privilege granted by the district and as such, must be limited to personal time and must be content appropriate. Access to the district's email is primarily for instructional and administrative purposes and in accordance with administrative regulations.

Limited personal use of the system shall be permitted if the use:

- Imposes no tangible cost on the district;
 - Does not unduly burden the district's technology resources; and
 - Has no adverse effect on an employee's job performance or on a student's academic performance.
3. Your email address identifies you as a West Oso ISD employee. Therefore, the employee is responsible for sending emails that are consistent with district policies and guidelines.
 4. Employees need to keep in mind that all email is recorded and stored along with the source and destination.
 5. Employees have no right to privacy with regard to email. The district has the ability and right to view employees' email. Employees need to be aware that electronic mail messages can be retrieved even if they have been deleted and that statements made in electronic mail can form the basis of various legal claims against the individual author. Messages relating to or in support of illegal activities will be reported to the authorities.
 6. In order to maintain an efficient email system, a disk size limitation will be set for each user. Archiving is recommended to employees wanting to preserve mail and to stay within the designated disk size limitation.
 7. Subscriptions to an Internet listserv should be limited to professional digests due to the amount of email traffic generated by subscriptions.
 8. All user activity on the West Oso ISD information resources assets is subject to logging and review.
 9. The Family Rights and Privacy Act (FERPA) govern disclosure of confidential student records. Therefore, sharing student records or other confidential information with persons or agencies outside the school district via email is prohibited without prior written consent of the student's parent/guardian.
 10. Users may not have their email set for "automatic sign on."
(i.e.: saved username and password)
 11. All sensitive district material transmitted over external network must be encrypted.
 12. Individuals must not send, forward or receive confidential or sensitive district information through non-district email accounts. Examples of non-district email accounts include, but are not limited to, Hotmail, Yahoo mail, AOL mail, and email provided by other Internet Service Providers (ISP).
 13. District employees are prohibited from accessing another employee's electronic mail without the expressed consent of the employee. An exception would be designated district personnel with just cause for review.
 14. System users should avoid actions that are likely to increase the risk of introducing viruses to the system, such as opening email messages from unknown senders and loading data from unprotected computers.
 15. Notify your immediate supervisor if you receive email of a threatening nature. The technology department will attempt to track down the source of that email and prevent you from receiving any additional unsolicited mail.

Disciplinary Actions

Access to the district's electronic communications system is a privilege, not a right. All users shall be required to acknowledge receipt and understanding of all administrative regulations governing use of the system and shall agree in writing to allow monitoring of their use and to comply with such regulations and guidelines. Noncompliance may result in suspension of access or termination of privileges and other disciplinary action consistent with district policies. [See DH, FN series, FO series, and the student code of conduct] Violations of law may result in criminal prosecution as well as disciplinary action by the district.

Violation of this policy may result in disciplinary action that may include termination for employees and temporaries; a termination of employment relations in the case of contractors or consultants; dismissal for interns and volunteers; or suspension or expulsion in the case of a student.

Additionally, individuals are subject to loss of West Oso ISD Information Resources access privileges, civil, and criminal prosecution.

Internet Safety Guidelines

The district provides technology resources to its students and staff for educational and administrative purposes. The goal in providing these resources is to promote educational excellence in the schools by facilitating resource sharing, innovation and communication with the support and supervision of parents, teachers, and support staff. The use of these technology resources is a privilege, not a right.

Proper behavior, as it relates to the use of computers, is no different than proper behavior in all other aspects of district activities. All users are expected to use the computers and computer networks in a responsible, ethical, and polite manner. This section is intended to clarify provisions and procedures in place to address staff and student internet safety as required by the Children's Internet Protection Act (CIPA), Neighborhood Children's Internet Protection Act (NCIPA) and The Protecting Children in the 21st Century Act.

Access to Inappropriate Materials

- Control student and staff access to inappropriate materials, on the Internet and the World Wide Web.
- Measures designed to restrict minors' access to harmful materials on the Internet or World Wide Web.

Filtering

District Internet filtering (Technology Protection Measure) blocks access to at least, but not limited to the three categories of visual depictions specified by CIPA – obscene, child pornography, and harmful to minors. A staff member can request access to a specific URL for bona fide research or other lawful purpose via a technology work order. All requests will be reviewed by the executive director of technology or an appointed designee. Students may have a less or more restrictive filter depending on their age group.

Procedures for the disabling or otherwise modifying any technology protection measure shall be the responsibility of the executive director of technology or designated representative.

Supervising / Monitoring

- Staff members must supervise and monitor student online activities.
- Online activities may be monitored with district computer monitoring software.

Educating

Educate students and staff on proper procedure for:

- An inappropriate or harmful site coming up on the screen

Student:

- Turn off monitor
- Raise your hand
- Wait for an adult to address the problem

Staff:

- Turn off monitor and/or close browser
- Report via a work order
- Request site to be blocked
- Searching for information on the Internet
 - Do not type specific web address (if uncertain of the site address)
 - Use age-appropriate search engines when looking for specific sites
- Create and use link pages for Internet access when appropriate

Inappropriate Network Usage

Ensure student safety and security when using online communications tools (OCT) such as email, chat rooms, blogs, and /or other forms of direct electronic communication.

Digital Citizenship Expectations

Proper behavior, as it relates to the use of technology, is no different than proper behavior in all other aspects of district activities. All users are expected to use the district technology resources in a legal, responsible, ethical, and polite manner. The Digital Citizenship Guidelines are intended to clarify those expectations as they apply to computer and network usage and is consistent with the Administrative Procedures for Electronic Communication and Data Management and District Policy CQ (Local). A student who knowingly violates any portion of the Digital Citizenship Expectations will be subject to suspension of access and or revocation of privileges on the District's system and will be subject to disciplinary action in accordance with the Student Code of Conduct.

1. Students will practice responsible use of digital information regarding intellectual property including complying with software licenses, copyright laws, and all other state and federal laws governing intellectual property. See district fair use and copyright guidelines for more information.
2. Students will practice safe and appropriate online behavior including using professional

etiquette while communicating online. Improper use of district technology resources is prohibited including but not limited to:

- a. Using racist, profane, pornographic, sexually oriented, or obscene language or materials
 - b. Attempting to send or sending anonymous messages of any kind
 - c. Using the network to access inappropriate and / or harmful materials
 - d. Bypassing the district's security measures to access sites that are filtered on the district network.
 - e. Encrypting communications so as to avoid security review or monitoring by the system administrator.
 - f. Using the network to provide addresses or other personal information that others may use inappropriately
 - g. Purposely engaging in activity that may: harass, threaten, defame, slander, libel, malign, or abuse another individual or group.
 - h. Using the network for illegal purposes, in support of illegal activities, or for any other activity prohibited by district policy or guidelines
 - i. Forgery or attempted forgery of electronic messages is prohibited. Attempts to read, delete, copy, or modify the electronic mail of other system users or deliberate interference with the ability of other system users to send/receive electronic mail is prohibited.
3. Students will use the technology resources in a positive and responsible manner that promotes productivity, collaboration and learning. Improper use of the district's technology resources is prohibited including but not limited to:
- a. Using the network for political activity, financial gain, or commercial activity
 - b. Attempting to harm or harming equipment, materials or data
 - c. Changing any computer configurations and/or settings.
 - d. Installing software, including freeware and file sharing services, without permission from the executive director of technology or designee.
 - e. Deliberate attempts to degrade or disrupt system performance may be viewed as violation of district guidelines and possibly, as criminal activity under applicable state and federal laws, including the Texas Penal Code, Computer Crimes, Chapter 33. This includes, but is not limited to, the uploading or creating of computer viruses
 - f. Streaming media, such as radio, games, video, etc., for non-educational purposes
 - g. Proxy sites - Attempting to bypass or bypassing, the filtering device by using sites such as but not limited to proxy sites on the district's electronic communications system
 - h. Running security programs or utilities that reveal or exploit weaknesses in the security of a system such as password cracking programs, packet sniffers, or port scanners or any other non-approved programs on district technology resources.
 - i. System users must not otherwise engage in acts against the aims and purposes of the district as specified in its governing documents or in rules, regulations and procedures adopted from time to time.
4. Students will understand the negative impact of inappropriate technology use including online bullying and harassment, hacking, intentional virus setting, invasion of privacy, and piracy such as software, music, video and other media.
5. Students will log into the district network using their own login credentials. Account information and passwords, or similar information used for identification and authorization

purposes, must be kept private. Passwords should not be written down and left in a location other may find it. The individual in whose name a system account is issued will be responsible at all times for its proper use.

6. Prior to recording audio or video, students will obtain consent of both the person(s) being recorded and the teacher/administrator.
7. Students will use technology resources cautiously to prevent damage.
8. System users are asked to maintain their personal files including backing up files and deleting outdated files on a regular basis.
9. Students are asked to conserve district technology resources (such as network bandwidth and storage) by limiting usage to educational purposes. System users must not: degrade the performance of district technology resources (i.e. streaming video, streaming audio, and Internet radio); deprive an authorized district user access to a district resource; obtain extra resources beyond those allocated; circumvent district computer security measures.

Unauthorized Online Access

Prevent student and staff from unauthorized access, including “hacking,” and other unlawful activities.

- Personal Network Logins
 - Staff and students will be given specific rights based on their network login.
 - Staff and students are not to share their login or passwords.
 - Online activities may be monitored.
 - Activity on the network can be traced by the user’s login.
- Unauthorized software installs disallowed at the user level.
- Virus software installed on each desktop.
- Network measures in place to have a secure system.
- Copyright laws/proper citing of sites discussed.
- Personal electronic documents
 - Ownership of documents created.
 - Respect others’ documents.
 - Online documents may be monitored by administration.

Unauthorized Disclosure of Personal Identification Information

Restrict unauthorized disclosure, use, and dissemination of personally identifiable information regarding students.

- Student’s full name, first and last, can be posted on the Internet as long as parental / guardian signed consent has been obtained and is on file, or the parent has not restricted the release of this directory information according to the procedures required by FERPA (the Family Educational Rights and Privacy Act), which is explained elsewhere in this handbook.
- Identifiable pictures of students can be posted to the Internet as long as parental / guardian signed consent has been obtained and is on file, or the parent has not restricted the release of this directory information according to the procedures required by FERPA (the Family Educational Rights and Privacy Act), which is explained elsewhere in this handbook.
- Staff should never put student information such as but not limited to student pictures,

- class field trips, etc., on personal websites or personal Web 2.0 tools such as but not limited to sites such as Facebook, Flickr, etc.
- Students should not give out personal information over the Internet such as:
 - Name
 - Address
 - Phone number
 - Age
 - Students should not share information that could identify him or her.
 - Landmarks about where one lives
 - Where one goes to school
 - Where one “hangs out”
 - Where parents work
 - Similar information about friends or family
 - Do not fill out forms on the Internet without parent or adult supervision. (Ex. membership forms, prize drawings, etc.)
 - If someone on the Internet asks you for personal information, turn off the monitor, raise your hand, and wait on an adult for assistance.
 - Never agree to meet someone “offline.”

Education, Supervision and Monitoring

It shall be the responsibility of all members of district staff to educate, supervise, and monitor appropriate usage of the online computer network and access to the Internet in accordance with these guidelines, the CIPA, NCIPA, and the Protecting Children in the 21st Century Act. The teacher or designated representatives will provide age-appropriate training for students who access the district’s Internet. The training will include:

- Discussion and review of the WOISD Digital Citizenship Expectations, Internet Safety Guidelines and Student Email Usage Agreement (if applicable);
- Student Internet safety with regard to:
 - Safety online
 - Appropriate behavior while on online, focusing on social networking Web sites, and chat rooms
 - Cyberbullying awareness and response

Internet Safety Sites

<http://www.safekids.com/>

<https://disneyprivacycenter.com/internet-safety/>

<http://www.netsmartz.org/>

<https://txssc.txstate.edu/tools/courses/before-you-text/>

<http://www.stopcyberbullying.org>

<https://www.texasattorneygeneral.gov/cj/cyber-safety>

Instructional Media Guidelines

Instructional media encompasses the digital tools and resources teachers use to facilitate learning and help students achieve educational objectives. Digital tools can include movies, video and audio clips, and /or documentaries. All media must be for instructional purposes only and align to the instructor's content and grade-level TEKS.

Due to copyright law and fair use, West Oso ISD has approved the following areas of media:

- SWANK - legally allows the district to view videos with a licensing certificate
- District Adopted Curricular Resources - Librarians can provide a list
- Educational YouTube Clips

All other media resources that a teacher would like to utilize in the classroom will have to be approved by the Instructional Technology Specialist.

Instructional media use in the classroom should not exceed more than 15 minutes of the instructional time. If the media will be more than 15 minutes, the teacher is required to gain approval from the campus principal. A Media in the Classroom form must be completed and submitted to the campus administrator at least two weeks in advance of the viewing. If not approved, the media resources need to be removed from the lesson plan.

COPYRIGHT MATERIAL

Guidelines for Educational Exemptions and Copyrighted Materials

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

The information below is provided as an additional guide. It is composed of information gathered from the sources cited and does not represent legal advice.

Definitions

Copyright

The six exclusive property rights* granted to the creator of an original, creative, and tangible expression of a work are reproduction, adaptation, distribution, public performance, public display and digital audio transmission. [Section 106, 17 US Code]

Fair Use Exemption

The exemption provided for the educational use of copyrighted material that does not infringe, or violate the exclusive rights of the copyright holder. Section 107 allows for the reproduction of copyrighted works for the purposes of criticism, comment, news reporting, teaching, scholarship, or research. To qualify for the exemption, all four factors of the "fair use test" must be met. Those factors are:

1. Purpose and character of the use, including whether use is of a commercial nature or is for non-profit educational purposes
2. Nature of the copyrighted work;
3. Amount and importance of the portion used in relation to the copyrighted work as a whole;
4. Effect of the use upon the potential market for or value of the copyrighted work.

Even though “fair use” allows an exception, guidelines define the number, portion of the work reproduced and other criteria. Single copies may be made of the following for scholarly use, for use in teaching, or in preparing to teach a class. Examples of single copy used include a chapter of a book, an article from a periodical or a short story. Multiple copies for classroom use must meet five criteria. Those criteria are: Brevity: limits on extent of work that can be copied; spontaneity: teacher’s decision to use material must be so close to time of use that timely request for permission could not be made; cumulative effect: must not have a negative effect on the market for the copyrighted work; no profit - students may not be charged more than actual copy cost; and, copyright notice and attribution must be included.

First Sale Doctrine

The physical ownership of an item, such as a book or a CD, does not include the transfer of the copyright to the item. Under the first sale doctrine, ownership of a physical copy of a copyright-protected work permits lending, reselling, disposing, etc. of the item, but it does not permit reproducing the material, publicly displaying or performing it, or in any of the acts reserved for the copyright holder. (Section 109 of the Copyright Act)

Public Performance and Domain

Any performances in a place open to the public, or at a place where a substantial number of persons outside the normal circle of family or its social acquaintance is a public performance. A gym, cafeteria and/or media room is an example of a public domain. Works with no copyright restrictions are considered public domain and include those not protected include facts and ideas, as well as most government documents. Although a writer’s distinctive word to present ideas or facts may be copyrighted, the underlying concepts or facts cannot. Items may fall into public domain when copyright protection expires.

PRINT/TEXT/ILLUSTRATIONS GUIDELINES	
Educators & Students MAY Copy	Educators & Students MAY NOT Copy
<p><u>A single copy</u> for scholarly research, preparation to teach class, or use in teaching a:</p> <ul style="list-style-type: none"> <input type="checkbox"/> chapter from a book, <input type="checkbox"/> newspaper or magazine article, <input type="checkbox"/> short story, short essay or short poem, or <input type="checkbox"/> chart, a graph, a diagram, a drawing, a cartoon or a picture from a book, periodical or newspaper <p><u>Multiple Copies</u> IF it meets all tests for BREVITY, SPONTANEITY, CUMULATIVE EFFECT:</p> <ul style="list-style-type: none"> <input type="checkbox"/> <u>Brevity--Poetry</u>: whole poem if poem is less than 250 words or excerpt from a longer poem but not more than 250 words <input type="checkbox"/> <u>Brevity--Prose</u>: whole article, story or essay if less than 2,500 words or excerpt not more than 10 % of the work OR less than 1,000 words, whichever is less. <input type="checkbox"/> <u>Brevity--Special Works</u> under 2,500 words (ex: children's books) an excerpt not more than 10 % of text or maximum of 2 pages <input type="checkbox"/> <u>Brevity--Graphics</u>: single chart, graph, diagram, drawing, cartoon, or picture per book or magazine. <input type="checkbox"/> Copy limit: one copy per student in course <p>Note: <u>Copyright</u> notice must be included on all copies.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Items intended to be consumable: workbook pages, coloring books, standardized tests, answer sheets... <input type="checkbox"/> As a substitute for purchase of book, magazine or newspaper <input type="checkbox"/> Same works multiple semesters or years <input type="checkbox"/> Same newspaper, articles from week to week <input type="checkbox"/> "Special work" in entirety (ex: children's book) <input type="checkbox"/> To create anthologies of varied works <input type="checkbox"/> More than one entire item (or two excerpts) from a single author, <input type="checkbox"/> More than three articles from a single book or periodical volume during class term <input type="checkbox"/> From the same work more than nine times in a semester <input type="checkbox"/> For commercial purposes (selling copies of booklet) <input type="checkbox"/> Enlarge or modify illustration (a violation of author's right of adaptation or display)

MUSIC GUIDELINES*	
<i>Sheet music, songs, lyrics, operas, musical scores, compact disks, or digital audio files</i>	
Educators & Students MAY	Educators & Students MAY NOT
<ul style="list-style-type: none"> <input type="checkbox"/> Copy portions up to 10% of the work, provided they do not constitute a performable unit or aria, <input type="checkbox"/> Make emergency copies not available for an immediate performance, provided purchase replacement copies are on order. <input type="checkbox"/> Make single copy of entire performable unit if confirmed to be out- of-print <input type="checkbox"/> Educators may make a single copy of performable unit if unavailable except in larger work, if for scholarly research or in preparation to teach a class <input type="checkbox"/> Educators may make & retain a single recording a student's performance for evaluation or rehearsal purposes <input type="checkbox"/> Educators may record or copy a sound recording owned by the school or teacher for the purpose of constructing auditory exercises or examinations. <input type="checkbox"/> Students may use a portion of commercial music in background IF they initiate it themselves. 	<ul style="list-style-type: none"> <input type="checkbox"/> Copy sheet music or consumable materials to avoid purchase or payment of royalty fees <input type="checkbox"/> Copy for the purpose of performance except as noted in guidelines* <input type="checkbox"/> Copy or record a work from one format to another, unless original is obsolete <input type="checkbox"/> Use copyright protected music as background without obtaining "synchronization" rights <input type="checkbox"/> Educators may not provide more than one copy per student. <input type="checkbox"/> Educators may NOT make multiple copies of student's copyright performance <input type="checkbox"/> Copy & omit copyright notice

TELEVISION & VIDEO PROGRAM GUIDELINES	
Educators & Students MAY record &/or show	Educators & Students MAY NOT
<ul style="list-style-type: none"> <input type="checkbox"/> Showing meets all <i>fair use</i> exemption criteria: <ol style="list-style-type: none"> 1. Is the content directly related to current curriculum? 2. Will the performance occur in the course of face-to-face teaching activities by a student or teacher? 3. Will the performance take place in a class-room or a traditional place of instruction? 4. Is the program a legally acquired copy of the work? <input type="checkbox"/> <i>Off-air broadcast</i> if “Off-Air Taping Guidelines” & retention limits are all met: <ol style="list-style-type: none"> 1. recorded at the request of a teacher 2. shown within 10 days of recording 3. used only for evaluation purpose from Day 11 – 45. 4. recording includes credits & copyright <input type="checkbox"/> IF <i>public performance rights</i> have been obtained, it may be shown to groups outside of the classroom for incentive, reward or entertainment. 	<ul style="list-style-type: none"> <input type="checkbox"/> Show off-air or home use programs as a reward or for entertainment purposes <input type="checkbox"/> Alter or edit recorded program from original content, or format <input type="checkbox"/> Create an anthology of video clips and excerpts <input type="checkbox"/> Transfer work to another medium (ex: digitize video programs) <input type="checkbox"/> Show off-air recording after 10 days from recording date <input type="checkbox"/> Retain off-air recording after 45 days limit from recording date <input type="checkbox"/> Record same program different dates to circumvent guidelines <input type="checkbox"/> Omit credits or copyright notice on recording <input type="checkbox"/> Cablecast recordings or video streaming that are unrelated to instruction and lack public performance rights <input type="checkbox"/> Sell video or audio recordings of school performances without specific copyright clearance for performance, distribution & sync rights.

MULTIMEDIA PROJECTS	
Projects containing copyrighted material must either obtain copyright permission from sources or observe the “fair use” guidelines: abide by quantity limits, use for direct instruction, obey retention limits, & observe original medium portions.	
Educators & Students MAY	Educators & Students May NOT Copy
<ul style="list-style-type: none"> <input type="checkbox"/> Include <u>text</u> up to 10% or 1,000 words, whichever is less, in the aggregate of a copyrighted work <input type="checkbox"/> Include <u>music</u> lyrics or music video excerpts, not to exceed 10% or 30 seconds of the work, provided they do not constitute a performable unit <input type="checkbox"/> Include <u>motion media</u> up to 10%, or 3 minutes, whichever is less, in the aggregate of copyrighted work <input type="checkbox"/> Include <u>images</u>, up to 5 from a single artist or photographer or no more than 10 % of a collective work. <input type="checkbox"/> Perform and display their educational multimedia projects in the course for which they were created <input type="checkbox"/> Students may retain & use in their portfolios as examples of academic work for personal uses (job, college interviews) <input type="checkbox"/> Educators may perform or display their own multi-media projects created in presentations to their peers, (workshops, conferences...). <input type="checkbox"/> Educators may retain their multimedia projects up to 2 years in a personal portfolio (performance review, job interviews...). 	<ul style="list-style-type: none"> <input type="checkbox"/> Scan, alter, modify, or include copyrighted graphics, photos, illustrations, <u>etc. beyond guideline limits</u> (left column) without copyright permission. <input type="checkbox"/> Include copyrighted music tracks or songs without copyright permission (synch rights) <input type="checkbox"/> Educators may NOT retain their projects beyond 2 years without obtaining permission for each copyrighted portion used <input type="checkbox"/> Educator’s may not record a narrator reading a book <input type="checkbox"/> Or display multimedia projects with copyrighted works in exhibits, festivals, public events or parent meetings. <input type="checkbox"/> Educators may NOT retain student’s multimedia projects.

SOFTWARE, WEB, & INTERNET	
Educators & Students MAY	Educators & Students May NOT
<ul style="list-style-type: none"> <input type="checkbox"/> Copy one back-up archival copy of legally purchased software <input type="checkbox"/> Include hyperlink to another website's main or home page <input type="checkbox"/> Include original pictures or personally created graphics <input type="checkbox"/> Include copyright free or public domain music or graphics <input type="checkbox"/> Include copyrighted graphics & citation if copyright holder gives express permission <input type="checkbox"/> Include brief music, audio, or video clips per multimedia guidelines <input type="checkbox"/> Include shareware or freeware HTML code if the creator gives permission and code is appropriately cited/linked 	<ul style="list-style-type: none"> <input type="checkbox"/> Modify, or alter copyrighted graphics without express permission (ex: Adobe Acrobat logo) <input type="checkbox"/> Consider internet postings as "public domain" or copyright free <input type="checkbox"/> Collect, download, copy materials from Internet & duplicate or compile it into a new work (databases, music files, graphics...) <input type="checkbox"/> Fail to include an acknowledgement or credit for sources consulted. <input type="checkbox"/> Link to sites suspected of having illegally obtained material or copyright infringements (music files, movie clips, pirated graphics) <input type="checkbox"/> Load software on several computers for simultaneous use <u>without</u> specific license to do so <input type="checkbox"/> Copy HTML source codes from other web pages.

Citations for Crediting Sources

Citations MUST provide the following information: Who, What, When, Where, and How. To understand appropriate use of citations, visit the Purdue University Online Writing Lab (OWL) at <http://owl.english.purdue.edu/owl/section/2/9/>

Resources

University of Texas, Educational Multimedia Fair Use Guidelines Development Committee at: <http://www.utsystem.edu/ogc/intellectualproperty/cprtindx.htm>

For younger students, teach the basics and why it is important, sample permission letters and up-to-date producer and publisher contacts. See guidelines at: <http://www.copyrightkids.org/>

Obtaining Permission to Use Copyrighted Material

Educators and students must obtain permission for the use of copyrighted material beyond the "fair use" guidelines. Acknowledging the source of the copyrighted material does not substitute for obtaining permission. For example, a teacher would like to use the set of copies more than one semester, or perform or show a program for reward or entertainment. When a program is to be publicly shown for parent meetings, or if the school wants to retain the material, such as off-air recordings, beyond the time limitations, permission must be obtained. If the material to be copied, recorded or included in a presentation is altered or changed from its original format, permission is required. Apply for permission early to allow sufficient time for response.

Send your permission request to the correct party. If in doubt, perform record search in Library

of Congress Copyright Office of registered copyrights. Warning: a work need not be registered to be copyrighted. Works created after January 1, 1978, are to be considered copyrighted, and symbol is not required.

Be specific in describing the material and the rights you seek.

- Author or editor, title, and edition of the material.
- Exact description of the material to be used or copied, including amount, page numbers, scenes or footage, chapters, any other locator information
- Number of copies to be made.
- Purpose of the copies
- How the material will be distributed or used (e.g., in class, closed circuit, modified for a mural, newsletter).

How material will be reproduced, if copied (photocopy, scan, enlarge, or create archival copy).

Title IX Compliance

Title IX compliance is a shared responsibility of an entire district, from top-level administration to all levels of staff. Title IX protects students, employees and applicants for employment, and other persons from all forms of sex discrimination, including discrimination based on gender identity or failure to address stereotypical notions of masculinity or femininity.

All students (as well as other persons) at institutions/districts that receive federal funds are protected by Title IX—regardless of their sex, sexual orientation, gender identity, disability, race, or national origin—in all aspects of a recipient’s educational programs and activities (OCR Title IX Resource Guide).

In West Oso ISD, we believe in treating all students and employees with dignity and respect therefore we take these matters seriously. It is the responsibility of all staff, teachers, and administrators to report complaints of sexual harassment, sexual assault and/or any other forms of sexual misconduct that they receive or of which they may become aware by immediately contacting the Title IX Coordinator, RJ Alvarado at (361) 806-5911 or email at rj.alvarado@westosoisd.net.

Title IX Information

What is Title IX?

Title IX of the Education Amendments of 1972 is a comprehensive federal civil rights law that protects people from sex and gender discrimination in education programs, activities, and work place.

Title IX states:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

West Oso ISD is Committed to Providing an Environment Free from Discrimination on the Basis of Sex and Gender.

West Oso ISD has a Title IX coordinator to manage the district's response to reports of gender inequity, discrimination, and sexual harassment. Faculty, staff, and administrators who receive complaints or have knowledge of discrimination based on sex, gender, and sexual harassment are obligated to report complaints to one of the Title IX coordinators.

Contact Information for Title IX Coordinator

Title IX Coordinator for Employees and Students:

RJ Alvarado, Executive Director of Safety, Security and Student Services
5050 Rockford Dr.
Corpus Christi, TX 78416
(361) 806-5992

Non-Discrimination Policies

DIA (LEGAL, LOCAL, and EXHIBIT)

FFH (LOCAL)

The West Oso Independent School District, an Equal Opportunity Educational Provider and Employer, does not discriminate on the basis of race, color, religion, gender, sex, national origin, disability and/or age, military status, genetic information, or any other basis prohibited by law in educational programs or activities that it operates or in employment decisions. 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. Policies DAA, DIA, FFH

West Oso Independent School District Title IX Formal Complaint Procedures

Note:

The following procedures are intended to serve as the “grievance process” required by Title IX regulations (34 C.F.R. § 106.45) for responding to formal complaints of sexual harassment, as defined by Title IX. These procedures are designed for use in the context of allegations of sexual harassment against a student and should be reviewed in combination with FFH(LEGAL) and (LOCAL). Please see the student handbook for further information and resources on child sexual abuse, including awareness, prevention, and appropriate action. For procedures regarding allegations of bullying, see FFI. Note that FFH should be used in conjunction with FFI for certain alleged conduct.

Definitions

All terms in this regulation have the meaning as defined in FFH(LEGAL) at Response to Sexual Harassment. In addition:

“Coordinator” means the Title IX Coordinator.

“Complainant” means the alleged victim of conduct that could constitute sexual harassment and may include a parent acting for a student. Where the Title IX Coordinator signs a formal complaint, the Coordinator is not a complainant.

“Days” means District business days unless otherwise noted by the District.

“District” or “the district” refers to any employee or person designated to fulfill obligations under law or board policies.

“Education program or activity” means locations, events, or circumstances over which the District exercises substantial control over both the respondent and the context in which the alleged sexual harassment occurs.

“Party” or “parties” refers to the complainant and respondent. Where the Title IX Coordinator signs a formal complaint, the Coordinator is not a party.

“Parent” means a person defined by 34 C.F.R. § 99.3 who may act on behalf of a student unless prohibited by law or court order, including signing a formal complaint, agreeing to supportive measures, or responding to allegations in a complaint [see FL(LEGAL)].

“Preponderance of Evidence” is a standard of evidence meaning that a proposition is more likely than not to be true.

“Respondent” means the alleged perpetrator of conduct that could constitute sexual harassment and may include the parent acting on behalf of a student.

“Sexual harassment” refers to sexual harassment as defined by Title IX [see FFH(LEGAL)].

“Student” means an enrolled student or other non-employee who is participating or attempting to participate in the District’s education program or activity.

“Title IX disciplinary sanction” means an action that is not a supportive measure as defined by 34 C.F.R. § 106.30 and is imposed against a respondent only after the District follows the Title IX formal complaint process in compliance with law and board policy. Title IX disciplinary sanctions do not include an authorized interim action or measure, and do not refer to discipline imposed on a respondent under the District’s Student Code of Conduct for conduct other than sexual harassment as defined by Title IX. [See FFH(LEGAL)]

“Title IX personnel” includes the Coordinator and other individuals designated by the District or Coordinator to perform a role in the formal complaint process, including investigator, decisionmaker, appellate decision-maker, and, if applicable, facilitator of an informal resolution process.

District’s Response to Allegations of Sexual Harassment

The District’s Title IX Coordinator will respond promptly and equitably to any verbal or written report or disclosure of alleged sexual harassment received from any source, including personal observation, that provides a District employee notice of the alleged conduct. The Coordinator will address anonymous reports if there is an identifiable party.

When the Coordinator determines that an allegation of sex-based harassment in a District program or activity, if proved, would meet the definition of sexual harassment under Title IX, the Coordinator will follow the procedures below. In accordance with law, the Coordinator may consolidate formal complaints or separate proceedings where allegations of sexual harassment arise out of the same facts or circumstances. For all other allegations, the Title IX Coordinator will follow the applicable

District policy and procedures, including FFH, as applicable, for Investigations of Reports Other Than Title IX, FFI regarding bullying, DH for employee standards of conduct, or the Student Code of Conduct. Concurrent with a Title IX formal complaint process, the District may implement discipline in accordance with board policies and the Student Code of Conduct for prohibited conduct other than sexual harassment as defined by Title IX.

Initial Response

Upon receipt of a report alleging sexual harassment, the District’s Title IX Coordinator or designee will promptly contact the complainant, when identified, to offer supportive measures and interact with the complainant to:

- (1) Provide information about supportive measures;
- (2) Discuss the availability of supportive measures;
- (3) Consider the complainant’s wishes concerning supportive measures;
- (4) Explain to the complainant the process for filing a formal complaint under Title IX; and
- (5) Provide each complainant with a copy of the District’s Title IX formal complaint process.

The Title IX Coordinator will document whether a complainant elects to accept or decline the supportive measure or measures offered.

The Title IX Coordinator's initial response and interaction may be directed solely at the parent of the alleged victim, when appropriate based on the circumstances.

Equitable Treatment

The District's treatment of complainants, respondents, witnesses, and any other person involved in a formal complaint process shall not discriminate on the basis of sex. All parties involved will be treated fairly, with dignity, respect, and sensitivity and without bias, prejudice, or reliance on stereotypes.

Supportive Measures

The Title IX Coordinator is responsible for effective implementation of supportive measures and will serve as the point of contact for any questions or concerns related to supportive measures. Supportive measures must be offered to a complainant and, as appropriate, also to a respondent. Supportive measures must be offered regardless of whether a formal complaint is initiated, or whether the complainant participates in the formal complaint process. A complainant is not required to show proof of allegations to receive supportive measures and is not required to accept supportive measures. Supportive measures shall be individualized, non-punitive, offered without fee or charge, and shall not unreasonably burden either party. Supportive measures may include services, as reasonably available, designed to protect the safety of all parties or the District's educational environment or to deter sexual harassment.

The District is not required to offer or provide supportive measures to unidentified parties.

Examples of supportive measures may include:

- counseling about inappropriate behavior and educational conversations;
- explaining to a respondent in detail the district's anti-sexual harassment policy and expectations of appropriate conduct;
- temporarily sending a student to the principal's office;
- changing seating assignments or class assignments;
- providing other counseling;
- extending of deadlines or other course-related adjustments, including retaking exams or completing makeup work;
- implementing mutual or unilateral restrictions on contact between parties;
- identifying specific campus employees to serve as regular points of contact for each party
- modifying class or activity schedules;
- escorting parties when on campus;
- changing campus assignments;
- increasing security and monitoring of certain areas of the campus; or
- other similar measures designed to help a student stay in school and on track academically, protect the safety of a student, or deter sexual harassment.

Emergency Removal

In accordance with law, the District has the right to remove a student respondent from the District's education program or activity when the District determines, based on an individualized safety and risk analysis, that removal is justified due to an immediate threat to the physical health or safety of any student or other individual, including either of the parties in a formal complaint, arising from the allegations of sexual harassment.

The District shall provide notice of removal to the respondent. The removal may continue for the duration of an ongoing threat. [See FFB] Removal under this provision must comply with all due process requirements under law and policy, including the Individuals with Disabilities Education Act (IDEA) and Section 504.

Post Removal Challenge

Immediately following the emergency removal, the District shall provide the respondent with an opportunity to challenge the decision in accordance with the applicable board policy or the Student Code of Conduct. [See FO series]

Administrative Leave

Title IX and these procedures do not restrict the District's right to place an employee respondent on administrative leave pending an investigation.

No Bias or Conflict of Interest

All Title IX personnel must serve impartially and free from conflicts of interest or bias against the individual complainant and respondent involved in a formal complaint or against complainants and respondents generally.

For the purpose of the District's response to allegations of sexual harassment, including the formal complaint process, bias includes but is not limited to bias against an individual's sex, race, ethnicity, sexual orientation, gender identity, disability or immigration status, or financial ability.

Presumption of No Responsibility

All District actions must presume that the respondent is not responsible for the alleged conduct until after a final determination in a formal complaint process. In a formal complaint process, a respondent may face Title IX disciplinary sanctions for sexual harassment only after a fair process determines responsibility. However, even if a Title IX formal complaint is not filed or signed, the District may investigate and respond to prohibited conduct in accordance with board policies and the Student Code of Conduct.

Formal Complaint

A formal complaint may be filed with the District's Title IX Coordinator by using a form provided by the District or in accordance with requirements of FFH(LEGAL) at Definitions, Formal Complaint. If the Title IX Coordinator determines that the law requires the District to initiate an investigation under a formal complaint process, the Coordinator may, without consent of a complainant, sign a written complaint to initiate the process. A complainant is not required to participate in the formal complaint signed by a Coordinator but will retain all the rights of a complainant in the process.

Copies of any documents that support the complaint should be attached to the complaint. In accordance with law and policy, the Title IX Coordinator will coordinate the assignment of duties to ensure that all obligations under Title IX are completed in a timely manner.

Time Frame for Formal Complaint Process

Absent good cause for the District to delay an investigation, the Title IX formal complaint process beginning with filing or signing of the formal complaint and ending with the determination of responsibility should be completed within 60 days. Days used for any voluntary informal resolution process do not count towards the time frame for concluding the formal complaint process.

Modifying Time Frames

In calculating timelines under this regulation, the day a document is filed is “day zero” and the next District business day is “day one.” All time limits shall be strictly followed unless modified by the parties’ mutual written consent or extended by the District for good cause.

If the District grants an extension of time for one party, the same time extension must also be granted to the other party.

If the District temporarily delays or extends timelines associated with the formal complaint process, the Title IX Coordinator shall provide a written explanation to the parties of the good cause basis for the delay or extension.

Permissible modifications to timelines include the absence of a party, a party’s advisor, or a witness; concurrent law enforcement activity; the need for language assistance or accommodation of disabilities; or other good cause as determined by the Title IX Coordinator.

The District shall make reasonable attempts to schedule meetings at a time mutually agreeable to all parties. However, extensions should not unnecessarily extend the timeline established below for concluding the formal complaint process.

Notice of Allegations

Upon receipt of a formal complaint, the Title IX Coordinator will provide written notice to the complainant and respondent about the allegations of sexual harassment and allow sufficient time for the parties to prepare a response before any initial interview with the assigned investigator. This notice must contain the following:

- Allegations of potential sexual harassment as defined by law, including sufficient details known at the time such as identity of parties, alleged conduct, and date(s) and location(s) of alleged incident(s);
- A statement that the District, by law, must presume that the respondent is not responsible for the alleged conduct and that a determination regarding responsibility will be made at the conclusion of the formal complaint process;
- Notification that each party may choose an advisor of choice who may be, but is not required to be, an attorney;
- The right of each party to inspect and review evidence under section 34 C.F.R. § 106.45(b)(5)(vi);
- The standard of evidence that will be used [see FFH(LOCAL)];
- Notification about the District’s Title IX formal complaint process, including procedures for informal resolution and appealing the final determination; and
- Any provision of a District code of conduct that prohibits knowingly making false statements or knowingly submitting false information during the formal complaint

process. The Title IX Coordinator may attach a copy of Policy FFH to the Notice of Allegations.

Dismissal of a Complaint or Allegation

Upon dismissal of a formal complaint or an allegation therein, the Coordinator will promptly provide written notification to both parties. Dismissal of an allegation or allegations does not preclude action under another provision of the code of conduct.

Mandatory Dismissal

A formal complaint or allegation must be dismissed as required by law when the allegation(s), if proved:

- Would not meet the definition of sexual harassment under 34 C.F.R. § 106.30(a);
- Did not occur against a person in the United States; or
- Did not occur in the District's education program or activity.

Discretionary Dismissal

A formal complaint may be dismissed for the following reasons:

- If, at any time, a complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations in the complaint;
- If the respondent is no longer enrolled or employed by the District;
- If specific circumstances prevent the District from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein; or
- If the complainant no longer has any involvement with the District.

Appeal of Complaint Dismissal

In accordance with law and local policy, the complainant may appeal the written dismissal of a formal complaint or any allegations therein on the following bases:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made and that could affect the outcome of the matter; or
- The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or
against complainants or respondents generally or the individual complainant or respondent
that affected the outcome of the matter.

Title IX does not require the District to accept appeals based on any other reasons.

To initiate an appeal, a complainant must follow the procedures below at Appeal Procedures.

Standard of Evidence

The District uses the preponderance of evidence standard of evidence to determine responsibility unless stated otherwise in FFH(LOCAL). Title IX requires the District to adopt a standard of evidence that will be used to determine responsibility for all formal complaints of sexual harassment.

Objectivity

When evaluating relevant evidence, whether the evidence is inculpatory (serving to show responsibility) or exculpatory (serving to clear of responsibility), an investigator and decisionmaker must remain objective. Credibility determinations may not be based on an individual's status as a complainant, respondent, or witness.

Privileged Information

If a party seeks or uses information protected under a legally recognized privilege, the party must provide written documentation indicating that the individual holding the privilege has waived the privilege and consents to use for the purpose of the formal complaint process.

Investigation of Formal Complaint

The Title IX Coordinator may serve as an investigator, appoint a trained District employee to serve as an investigator, or, in consultation with the Superintendent, appoint an external investigator, to investigate the allegations in a formal complaint.

The burden of proof and burden of gathering evidence sufficient to reach a determination regarding responsibility rests with the District and not with the parties. All allegations in a formal complaint will be investigated. Absent good cause, the investigation should be completed within 30 days from the date that the formal complaint was signed or filed; however, the investigator may take additional time in accordance with law, board policy, or these procedures.

Gathering Evidence

After receiving the written complaint, the investigator will meet promptly with each party to conduct initial interviews, gather information, and collect evidence. While the District has the burden of proof for determining responsibility, the parties may submit evidence, testimony, witnesses, or other information that they wish the investigator to consider.

Parties may also present fact and expert witness testimony in the form of written statements. Any deadlines or other restrictions related to the formal complaint process must apply equally to both parties. The investigator must provide to any party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of any investigative interview or other meetings, with sufficient time for the party to prepare to participate.

Advisors

Each party may be accompanied by an advisor of the party's choice during the interview with the investigator or other meetings during the formal complaint process.

Confidentiality

In order to preserve the confidentiality of student information protected by the Family Educational Rights and Privacy Act (FERPA), the District may require the parent of a minor student to sign a release form indicating consent to allow the District to release information related to the allegations to the designated advisor. [See FL.]

In addition, the District shall inform any designated advisors that confidential information received during the Title IX formal complaint process, including the evidence received for inspection and review as well as the investigation report, may be used only for purposes of the Title IX formal complaint process and may not be further disclosed or disseminated. Any restriction or requirement regarding an advisor must apply equally to all parties.

Inspection of Evidence

In order to afford each party, the opportunity to respond meaningfully to the evidence prior to the conclusion of the investigation, the investigator will make available evidence submitted by the parties or obtained as part of the investigation that is directly related to the allegations raised in a formal complaint to both parties for inspection and review. This includes evidence upon which the District's decision-maker may choose not to rely when reaching a determination regarding responsibility, as well as inculpatory or exculpatory evidence.

Prior to completion of the investigative report, the investigator will send to each party and the party's advisor, if any, the evidence subject to review and inspection in an electronic format or hard copy.

As required by law, each party must be allowed 10 days from the date of receipt of the evidence to inspect and review the evidence, and to submit a written response that the investigator will consider when completing the final investigative report.

Investigation Report

The investigative report will fairly summarize all relevant evidence and may include the following content:

- Identification of the allegations potentially constituting sexual harassment;
- Any procedural steps taken by Title IX personnel from the receipt of the formal complaint through the conclusion of the investigation, including any notifications to the parties, interviews, site visits, and methods used to gather evidence;
- Responses of each party to the allegations in the formal complaint;
- Evidence obtained by the District;
- Relevant evidence considered by the investigator;
- The parties' responses to the evidence after review and inspection;
- Findings of fact; and
- Identification of any District policies or codes of conduct implicated by the facts, including referrals to FFH for Investigations for Reports Other Than Title IX, FFI, or other District processes initiated as a result of the investigation.

The investigator will simultaneously provide the investigation report to both parties. The investigator also will send a copy of the investigation report to the Title IX Coordinator, who immediately will assign a decision-maker and provide the decision-maker with a copy of the investigation report.

Determination Regarding Responsibility

A decision-maker designated by the Title IX Coordinator will make an independent determination regarding a respondent's responsibility for alleged sexual harassment. The decision-maker cannot be the District's Title IX Coordinator or the investigator who investigated the complaint at issue.

In accordance with law, the determination of responsibility may not be issued earlier than 10 days from the date the parties received the final investigation report from the investigator.

After both parties have received the investigative report and prior to a determination regarding responsibility, the decision-maker will notify each party of the opportunity to submit written, relevant questions that a party wants asked of any party or witness noted in the investigation report.

The decision-maker shall ensure that questioning is relevant, respectful, and non-abusive. In order to maintain a reasonably prompt timeline, the decision-maker may give addressed parties or witnesses a reasonable and equitable deadline to provide answers in response.

In consultation with the Title IX Coordinator, the decision-maker may also extend the timeline for good cause. A party or witness is not required to respond to any questions posed by the other party. As determined by the decision-maker, the parties may reasonably exchange additional, limited follow-up questions.

Prior Sexual Behavior

In reaching a final determination, the decision-maker will not consider relevant any questions and evidence about the complainant's sexual predisposition or prior sexual behavior, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent to sexual contact.

The decision-maker must explain to the party proposing the questions any decision to exclude a question as not relevant.

Written Determination

The decision-maker will issue a determination regarding responsibility for the alleged conduct in a reasonably prompt manner after the date all questions, answers, and supporting documentation were requested to be submitted to the decision-maker.

Absent good cause for the District to delay an investigation, the decisionmaker will issue the written determination of responsibility within the time frame specified above at Time Frame for Formal Complaint Process. The written determination of responsibility will include:

- Identification of the allegations potentially constituting sexual harassment;
- A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather other evidence;

- Findings of fact supporting the determination;
- Conclusions regarding the application of the District's applicable code of conduct or other policy to the facts;
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any Title IX disciplinary sanctions the District will impose on the respondent, and whether remedies designed to restore or preserve equal access to the District's education program or activity will be provided to the complainant; and
- The procedures and permissible bases for the complainant and respondent to appeal the determination.

The determination of responsibility, and any recommended Title IX disciplinary sanctions therein, is not final or effective until after the period for appeal is over in accordance with these procedures at Appeal of Determination.

Appeals

In accordance with law and local policy, either party may appeal the written determination regarding responsibility or a dismissal of a formal complaint or any allegations therein on the following bases:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; or
- The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

Title IX does not require the District to accept appeals based on any other reasons.

Appellate Procedures

To initiate an appeal, a party must file a written request for appeal with the Title IX Coordinator within 5 days of a party's receipt of the final determination.

The Title IX Coordinator will review the request and assign an appropriate appellate decisionmaker in compliance with law and policy.

If the reason for appealing the dismissal or determination of responsibility is not mandatory, the District may dismiss the appeal. If the request for an appeal is not dismissed, the Coordinator will designate an appellate decision-maker to proceed.

The appellate decision-maker may not be the same person as the decisionmaker that reached the determination regarding responsibility or dismissal, the investigator who investigated the complaint at issue, or the Title IX Coordinator.

The Title IX Coordinator will notify the non-appealing party in writing when an appeal is filed and implement appeal procedures equally for both parties.

Both parties will be provided a reasonable, equal opportunity to submit a written statement in support of, or challenging, the dismissal of a formal complaint or determination of responsibility.

District Response to Appeal of Complaint Dismissal

In an appeal of dismissal of a complaint or any allegation therein, the District's designated appellate

decision-maker will review the request for appeal and issue a written decision explaining why the appeal of the dismissal is granted or denied.

The appellate decision-maker may not be the Title IX Coordinator, the investigator, or the decision-maker assigned to the complaint or allegation at issue.

The written decision of the appellate decision-maker will provide the rationale for the District's response to the complainant's appeal of the District's dismissal of a formal complaint or any allegation therein.

The decision will either instruct the Title IX Coordinator to resume implementation of the Title IX formal complaint process or will inform the appealing party of additional options.

A copy of this written response will be provided simultaneously to both parties.

Effect of Determination of Responsibility

If an appeal regarding the determination of responsibility is filed, the determination does not become

final, and the District may not proceed with administering Title IX disciplinary sanctions or remedies

based on the determination, until the date that the District provides both parties with the written result of the appeal.

If an appeal is not filed, the determination of responsibility becomes final on the date on which an appeal of the determination would no longer be considered timely.

For an appeal by either party to be fully effective, the District must wait to act on the determination regarding responsibility while maintaining the status quo between the parties through supportive measures designed to ensure equal access to education.

District Response to Appeal of Determination

The written decision of the appellate decision-maker will describe the result of the appeal of the determination regarding responsibility and the rationale for the result.

A copy of the written decision of appeal must be provided simultaneously to both parties.

Once an appellate decision-maker issues a written decision regarding the appeal of the determination of responsibility, the District will proceed with implementing Title IX disciplinary sanctions or remedies or take other appropriate action.

Remedies

If a respondent has been determined through the formal complaint process to be responsible for the alleged sexual harassment, the District must provide remedies to the complainant that are designed to restore or preserve the complainant's equal access to the District's educational programs and activities.

The Title IX Coordinator is responsible for effective implementation of remedies. In addition to the individualized services described in this regulation as supportive measures, remedies may include, but are not limited to, the following sanctions or measures:

- Suspension
- Expulsion
- Any disciplinary measure provided by the District's Student Code of Conduct
- Loss of school privilege (e.g., ineligibility to play sports or serve in student government position, etc.)

Remedies need not be non-disciplinary, non-punitive, or avoid burdening the respondent.

Informal Resolution

If a formal complaint has been filed, other than a complaint alleging sexual harassment of a student by an employee, and prior to reaching a determination regarding responsibility, the Title IX Coordinator may offer but may not require a party to participate in a voluntary informal resolution process, such as mediation.

In addition, either party may request informal resolution by making a written request to the Title IX Coordinator, who will promptly notify the other party of this request. The other party is not required to agree to participate.

If a party declines or at any time withdraws from an informal resolution process, the Coordinator will notify the other party that the informal resolution process has been terminated and resume the formal complaint process.

Prior to facilitating or designating another person to facilitate the informal resolution process, the Title IX Coordinator will provide both parties written notice that contains at least the following information:

1. Provide to the parties a written notice disclosing:
 - the allegations;
 - the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations; provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint; and
 - any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.
2. Obtain the parties' voluntary, written consent to the informal resolution process.

Records Retention

Records related to the District's entire response and process related to an allegation of sexual harassment must be maintained in accordance with the District's records control schedules or a minimum of seven years, whichever is longer.

The District will direct all assigned Title IX personnel to comply with this recordkeeping requirement. [See FFH(LEGAL)]

Confidentiality

The District must keep information confidential as required by law except as necessary to provide supportive measures, to conduct proceedings under the formal complaint process, when disclosure is required by law, or when permitted by the District in compliance with the Family Educational Rights and Privacy Act (FERPA) and state law, or to otherwise carry out the purposes of 34 C.F.R. Part 106. However, the District may not restrict the ability of the parties to discuss the allegations under investigation or to gather and present relevant evidence.

A complainant's identity, if known, must be disclosed to the respondent once a formal complaint is filed by a complainant or signed by the Title IX Coordinator.

Required Reporting

At any point during a District's investigation that evidence is uncovered that requires reporting to law enforcement, Child Protective Services, State Board of Educator Certification, or another entity, District employees must take the necessary actions to do so in compliance with law or board policy.

NONSCHOOL EMPLOYMENT DISCLOSURE

Board policy DBD(LOCAL) requires an employee to disclose in writing certain types of non-school employment.

Please complete this form and submit to your immediate supervisor if you are currently employed or expect to be employed by a person or organization other than the District, and:

- You are providing private tutoring to one or more District students for pay; or
- You are engaged in employment that may create a potential conflict of interest with the proper discharge of your assigned duties and responsibilities or with the best interest of the District.

Employee's name: _____

Department and position with the District: _____

Date tutoring or outside employment began or will begin: _____

Type of tutoring or outside employment (*please describe*): _____

Employee's signature: _____

Date: _____

Approved by: _____

Position in the District: _____

Date: _____

