

GISD Employee Handbook 2019-2020
 Guide to Changes
 (Changes Marked in Blue in the Handbook)

PAGE NUMBER	TOPIC	DESCRIPTION OF CHANGE
4	Employee Handbook Receipt	*Added a note to employees to contact the person responsible for distributing a hard copy of the employee handbook
14	Health Safety Training	*Added a second paragraph regarding the required online seizure disorder training required by HB 684
20	Overtime Compensation	*Added reference to Policy DEC *Added note in the "Local Considerations" column for the bulleted list on page 20 to check Policy DEC to identify order of use of comp time and paid leave
31	Jury Duty	*Edited the first sentence to reflect provisions of SB 370 and HB 504 which expanded jury service protection to service on a grand jury
42	Standards of Conduct	*Updated second sentence in the second paragraph, expanding the actions resulting in disciplinary action or termination
47-48	Standards of Conduct	*Updated the Texas Educator's Code of Ethics to reflect the changes to 19 TAC Chapter 247, effective October 21, 2018 *Changed the heading "Professional Standards" to "Enforceable Standards"
63-64	Reporting Suspected Child Abuse	*Deleted reference to Policy DH *In the first paragraph, added requirement to report alleged abuse or neglect involving a caretaker *In second paragraph, added reporting of abuse of an elderly person *In the third paragraph, added the online reporting option *Edited the fourth paragraph to incorporate provisions of HB 621 clarifying districts are prohibited from taking an adverse employment action against a certified or licensed professional who reports child abuse or neglect *In the fifth paragraph, added the offense of failure to report may result in a state jail felony
64-65	Sexual Abuse and Maltreatment of Children	*Clarified legal responsibility for reporting suspected abuse or neglect
67-68	Personal Use of Electronic Communications	*Added policy reference CQ *Added "and Parents" to the fourth paragraph
69	Electronic Communications between Employees, Students, and Parents	*Added "Parent" to the topic title *Added an item to the bulleted list on page 71 to address use of school email for all parent communications
75	Associations and Political Activities	*Added a third paragraph describing procedures for employees to request time off for voting
76	Safety	*Added a cross reference to the topic "Emergencies"
77-78	Possession of Firearms and Weapons	*Added a note to the "Local Considerations" column referencing HB 1143 which prevents districts from regulating the manner in which firearms are stored
80	Emergencies	*Added additional emergency procedures in paragraph one
81	Personnel Records	*In paragraph 3, added the option to change choice to open or close personal information at any time *In paragraph 3, clarified personal information may be held even if an employee does not complete the form to close information if an exception applies under Texas Government Code § 552.1175