**Mesquite Education Association**

**FR Questions – September 2019**

1. **Is there a district curriculum that is used for counselors? Especially for the lower elementary grades? If not would it be possible to purchase something that the counselors could use?**

The district has an extensive PK-5 developmental guidance program that addresses a variety of topics including Self-Regulation and Anti-Victimization. MISD counselors use the WHO program, an evidence-based program that is aligned to state standards. During Red Ribbon Week, counselors teach decision making and drug and alcohol awareness as developed by the MISD award-winning counseling program. For more information about the MISD guidance program, use the following link. https://www.mesquiteisd.org/resources-services/counseling-services/guidanceprogram

1. **Why does our sent emails delete after 30 days?**

Sent emails are automatically deleted as part of policy. Even so, the sender can save any email of their choosing by simply moving the sent email to their transitory folder. Emails in the transitory folder are not auto deleted. The sender can also tag any sent email as administrative correspondence or general correspondence. This action will save the emails for 3 or 1 years respectively. Contact the helpdesk if you need assistance with tagging emails.

1. **Why is MISD against teachers working part-time or job sharing?**

MISD is not against job-sharing. We have done this on numerous occasions in the past however it is evident that this concept does not work well for all campuses. Continuity of instruction, teachers not being available for staff meetings, before and after school duties, ability of students to adapt to different teaching styles and philisophies were issues that had to be addressed often. In addition, cost effectivenss was also a concern.

1. **Does MISD ever consider having all administration teach a few classes a year**?

With increasing complexity of state accountability and administrator availability for safety and discipline issues, it would be difficult to have an administrator dedicated to a classroom daily. The administrators conduct walk throughs, attend planning sessions and help teachers set goals. This keeps them informed of daily classroom activities.

1. **Why do we waste so much money processing paper checks?**

Employees have a choice as to how they would like to receive their checks. Some employee's do not have a bank account to do an automatic deposit. We have been investigating the check/debit card but no decisions have been made at this time.

1. **What are the nightly cleaning duties of the PM janitors? Who is suppose to ensure the duties are being completed?**

Night Custodian job includes mopping, sweeping, vacuum carpets, clean restrooms, showers, clinic water fountains, empty trash and refill soap containers. They are also to perform other duties as assigned. For a complete list of custodial duties visit www.mesquiteisd.org/staff-page/operations. The custodial supervisors are responsible for ensuring the duties are completed by both daytime and nighttime custodial staff.

1. **Why do we end the grading period 3 days before the end of the year for middle school?**

The "official" end of the grading period is on the last day of school. However, there are many moving parts regarding retention, summer school, Student Success Initiative, documentation on report cards, etc. that occur during the last week of school. If you need additional time, please talk with your campus administrator.

1. **Why can't a teacher bring in their own updated classroom printer? Can this be something that changes?**

There are many challenges to managing personal printers due to the wireless broadcast capabilities that would compete with our existing wireless infrastructure.

1. **When an employee is injured on campus, how come workers' compensation does not pay for the days absent until you have been out of work for 8 consecutive days.**

Workers Compensation is governed by the Texas Department of Insurance. In accordance with Texas Labor Code (TLC) §§ 408 .101 - 408.105 and 28 Texas Administrative Code (TAC) §§ 129.1 - 129.1: You may be paid temporary income benefits (TIBs) if your work-related injury or illness causes you to lose all or some of your wages for more than seven days. For additional information, you may visit TDI Website: https://www.tdi.texas.gov/wc/employee/index.html. DEC local states that an employee eligible for workers' compensation income benefits, and not on assault leave, may elect in writing to use available parital-day increments of paid leave, other than tenure leave, to make up the difference between the employee's income benefits and the pre-injury wage.

1. **Why were all 1st and 2nd grade teachers required to go to an all day math training (Number Sense) during inservice?**

1st and 2nd grade teachers were offered the opportunity to attend the Number Sense training offered by Lead4Ward because data gathered from learning walks, informal teacher surveys, and principal discussions indicated there was a need for this. We have seen great gains with Math Solutions in grades 3-5 and wanted to provide a learning opportunity for teachers in younger grades as well. Our goal for our math classrooms is that students would be taught conceptually and have adequate opportunities to engage in meaningful learning activities. Since principals had been gracious to allow us an extra day with 3rd-5th math teachers, we thought it would be an excellent time to offer training to younger grades as well. As far as teachers already attending the training, there is always the opportunity to learn more and to reinforce your knowledge of the content.

1. **Why are auxillary employees denied an MISD email address?**

Accessibility of computers is one concern with our auxiliary employees. Additionally, our auxiliary groups are fairly large and could add undue stress to our already busy system if everyone is allowed to have an email account. Email accounts are provided for those auxiliary employees who require the use of email to adequately perform job duties. The possibility of all auxiliary employees having an email account is something we will continue to review moving forward.

1. **Would it be possible to have the professional salary worksheets delivered electronically?**

We began electronic distribution of salary worksheets this year with central office employees and other 226 day employees. We are exploring the idea of doing electronic distribution for all professional employees next year.

1. **It seems like our health insurance is really bad for the amount in premiums that we as employees and that the district pays for. It seems like based on prices in the individual marketplace, we could get much better insurance if we didn't go through the State plan.**

 At this time, Mesquite ISD and other districts that are participating in TRS Active Care do not have the opiton to completely withdraw from the plan however we are currenlty looking at the feasibility of other options in addition to TRS Active Care.