

**Mesquite Education Association**  
**FR Questions - April 2017**

- 1. What is the District doing to address the growing problem of too many personal absences on Fridays in the spring and on Fridays before holidays? Those of us who show up for work feel “penalized” because we have to cover classes.**

Up until now, we have attempted to allow employees to use personal days at their discretion with very few restrictions or limitations. However, Fridays, staff development days, and days before holidays in particular have become more of a concern for the very reason mentioned. Therefore, we are considering options for next year including allowing the supervisors to consider the effect of the employee’s absence on the educational program or district operations, as well as the availability of substitutes. Written requests for the above mentioned days would need to be submitted in advance for approval, allowances would be limited according to circumstances, and requests considered on a first-come first-served basis. Otherwise, the employee could be subject to a full dock.

- 2. As a paraprofessional, I understand we are supposed to clock in and out. When we have an emergency, why should we be docked if we leave 1 ½ to 2 hours early?**

Hourly, non-exempt employees are subject to guidelines as prescribed by the state, local policy, and under FLSA. Time cannot be granted when a person is not actually at work. For emergencies that occur on a rare occasion and for a short duration (1 ½ - 2 hours as mentioned), we would suggest that you work with your supervisor to see if the time could be made up if job duties would allow.

- 3. Has the district ever thought about rotating administrative staff at the schools?**

In the past, assistant principals were often moved from campus to campus to meet certain needs and to broaden their experiences. We recently have limited this practice in order to diminish disruptions and to provide stability and continuity. As a result, there are no plans to rotate administrative staff.

- 4. Due to the new middle school location in close proximity to West Mesquite and Seabourn Elementary, how will traffic be controlled or adjusted on Peachtree and other surrounding streets due to 3 campuses being in close proximity? In addition, how will the issue of students trespassing on nearby campuses be addressed?**

Sidewalks and traffic patterns are controlled by the City of Mesquite, whereas additional traffic signals & signs and speed limit adjustments are a function of the Texas Department of Public Safety. These entities work together with the MISD school board and staff to create the safest and most advantageous situation for students.

Student trespassing is handled by administrators at each campus. When a student commits a Code of Conduct infraction at any campus in the District, consequences are issued by the home campus. If it is determined to be necessary, administrators may have Mesquite Police Department issue a criminal trespass warning to anyone causing a disruption at MISD properties.

**5. Why doesn't MISD have a crossing guard present at the crosswalk in front of Poteet High School? This is an extremely busy area where numerous students cross daily.**

Traffic studies conducted by the City of Mesquite determine the need for crossing guards in MISD. The two traffic studies conducted in the last five years determined that a crossing guard at Poteet HS is not yet compulsory per the requirements.

**6. Please explain the nomination process for MEA officers. Why does the ballot have only one choice for most offices? How are the nominations chosen and by whom? Are there no opposing candidates? Why can't I submit the form without voting on (or for) every person, especially when there is only one candidate for an office? If I don't want to cast a vote for one or two candidates, I can't vote at all.**

According to the MEA Bylaws (Article III, Section 3), officer nominations can be submitted throughout the year up until the March MEA Executive Committee meeting. In the March Executive Committee meeting, the Officer Election Ballot is developed; and the ballot is then presented to the Facility Representatives at the March FR meeting. Nominations from the floor are accepted after the ballot is presented. Following the March FR meeting, the ballot is electronically sent to all MEA members for a vote. We apologize for any malfunction with the electronic ballot process and will take particular care to remedy that next year.

The MEA Executive Board encourages all MEA members to volunteer their service. Up until now, those who have wanted to volunteer with MEA usually contacted the MEA office directly. More recently, in response to this FR Question, we have developed a link on the MEA website so that members can indicate their desire to become involved in MEA more easily. Here is a direct link to the actual form - <https://goo.gl/forms/A3eOjSEc52ik7erR2>.