

Alert from TSTA General Counsel Russell Ramirez

Act quickly! Don't lose your job!

HB3, the new school finance law, requires a school district to discharge or refuse to hire a person on the Texas Education Agency's do-not-hire registry because of a history of criminal misconduct.

If your district makes a false allegation of misconduct or criminal history against you, notify your local president, TSTA field staff or the TSTA Help Center immediately. Fight the allegation. Do NOT resign!

If you are unable to convince the district that the allegation is wrong and the district reports you to the Texas Education Agency, you will be notified in writing by the state education commissioner. To appeal, you MUST request a hearing and submit a written response WITHIN 10 DAYS of your notification.

In your response, state that there should be no investigation by TEA/SBEC because the allegation against you is not true AND request a hearing in accordance with TEC Sec. 22.094 (a).

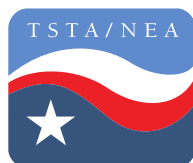
Send copies of all notices and responses to the TSTA Help Center via fax or email to anitaw@tsta.org. We can help, but you, not TSTA, has to respond to the commissioner.

This new law may increase the likelihood of mistakes and cost you your job, if you don't respond quickly.

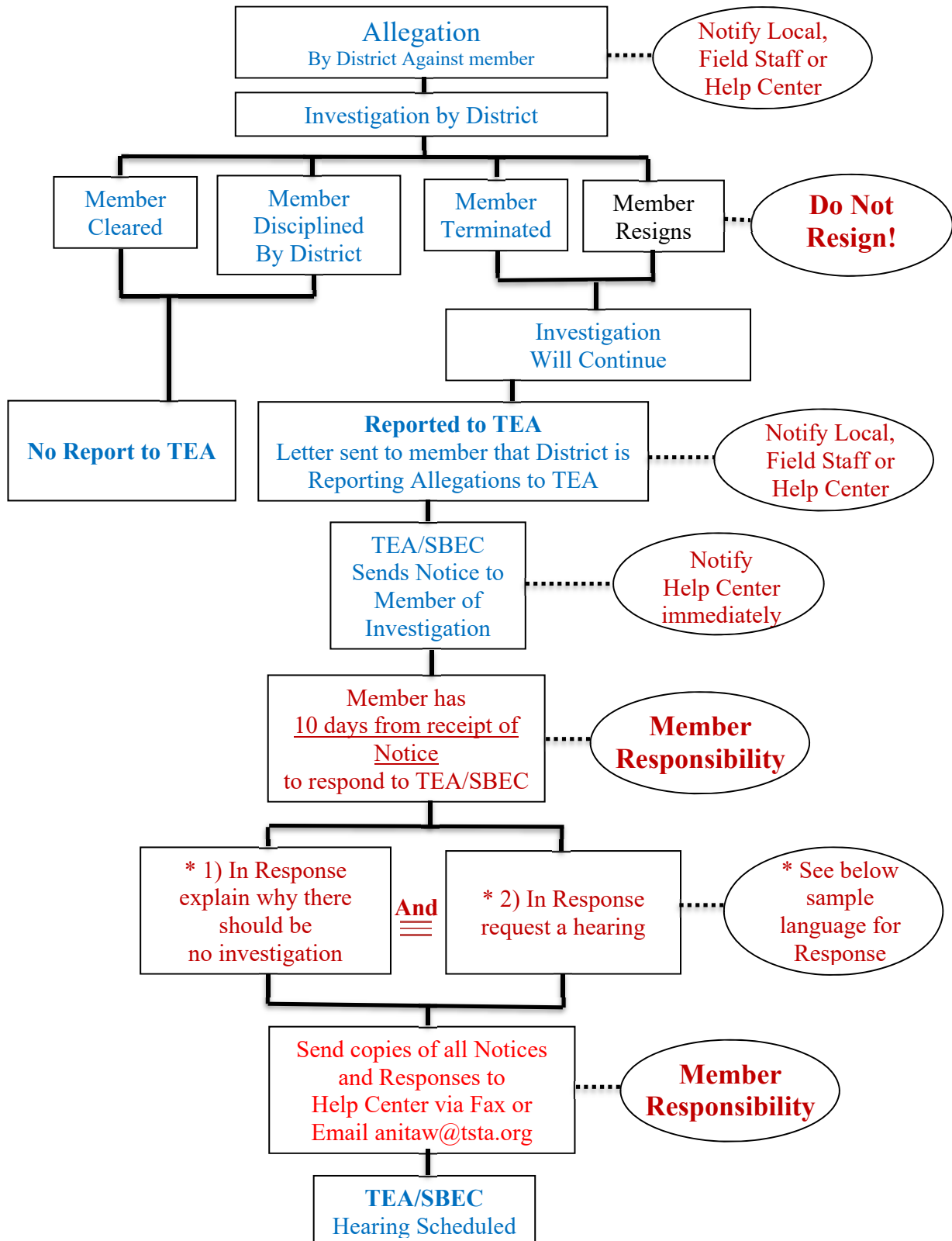
If you resigned from a district when there was unproven, false evidence that you had engaged in misconduct, your name could be placed on the registry.

Principals and co-workers may be more likely to report unproven suspicions of misconduct because the new law also calls for jail time for anyone deemed guilty of concealing misconduct.

You will have an opportunity to appeal the use of inaccurate information that could derail your career, but ONLY if you act PROMPTLY and follow the steps above.



What to Do If a District Brings Allegations Against You



* Include in response:

1. "There should be no investigation by TEA/SBEC because the allegations against me are not true."
2. "I am requesting a hearing in accordance with TEC Sec. 22.094 (a)."

Blue: Required action by district or TEA/SBEC.
Red: Required action by TSTA/NEA member.

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