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.



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What to Do If a District Brings Allegations Against You Notify Local, Allegation Field Staff or By District Against member Help Center Investigation by District Member Member Member Member Do Not Cleared Disciplined **Terminated** Resigns Resign! By District Investigation Will Continue Reported to TEA Notify Local, No Report to TEA Letter sent to member that District is Field Staff or Reporting Allegations to TEA Help Center TEA/SBEC Notify Sends Notice to Help Center Member of immediately Investigation Member has 10 days from receipt of **Member** Notice Responsibility to respond to TEA/SBEC * 1) In Response See below explain why there sample * 2) In Response And should be language for request a hearing no investigation Response Send copies of all Notices Member and Responses to Responsibility Help Center via Fax or Email anitaw@tsta.org **TEA/SBEC** Hearing Scheduled * 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)." © Texas State Teachers Association Blue: Required action by district or TEA/SBEC. **All Rights Reserved**

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Red: Required action by TSTA/NEA member.