

UNITED INDEPENDENT SCHOOL DISTRICT

March 30, 2020

Via Fax: 512-486-7045

Russell Ramirez
General Counsel
Texas State Teachers Association
8716 North Mopac Expressway
Austin, Texas 78759-8321

Re: Employee Use of Cell Phone

Dear Mr. Ramirez:

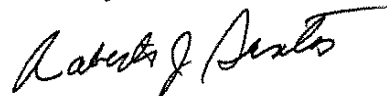
I am in receipt of your letter dated March 27, 2020. Thank you for bringing this matter to my attention during this unprecedented, difficult time facing our school district, state, and nation.

As required by law, UISD Policy DH (LOCAL) states that “[a]n employee shall not be required to disclose his or her personal email address or personal phone number to a student.” Consistent with this policy, it has not been the practice of the District to require any employee to disclose their personal phone numbers to students at any time. Given the unique circumstances that the District finds itself in during the COVID-19 pandemic, we have been preparing alternative forms of instruction and contemplating various solutions to novel problems in order to continue to provide the essential function of educating our students.

I acknowledge your concerns, and to that end, UISD will be allowing all instructional employees the option of using their personal cell phones for District business. For those employees that elect not to use their personal device, we have created a staggered schedule in consideration of the social distancing guidelines to allow these employees to use their work phones to further the educational mission of the school district.

Thank you for your time and attention to this matter.

Sincerely,



Roberto J. Santos
Superintendent of Schools

Roberto J. Santos
Superintendent

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Laredo, Texas 78045
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