

Midway ISD Employee Handbook – 2026-2027 Update Guide to Changes and Additions

Topic	Page	Description of Change
Cover Page		Updated dates
Table of Contents	1-4	- Updated page numbers and order of entries, then updated page references throughout the document - TASB Update: added new topics of prohibition on diversity, equity, and inclusion and prohibited classroom instruction
Description of the District	4	Updated description to match changes to elementary count
District Map	5	Updated map and feeder pattern details
Board of Trustees	7-8	Updated current board members and board meeting dates
School Calendar	9	Updated for the 2026-2027 school year
Helpful Contacts and School Directory	10-11	Updated names/position changes for all Administration and Campuses
Health Safety Training	15-16	TASB Update: reflect safety training requirements for certain positions and the requirement to submit documentation to the district
Reassignments and Transfers	16	Added language clarifying acceptable timelines for transfers
Notification to Parents Regarding Qualifications	18	- TASB Update: updated language to reflect the positions that require parent notification including substitutes - TASB Update: removed the language regarding DOI exemptions since this is not allowable under new law
Performance Evaluation	19	TASB Update: added policy reference
Paychecks	22-24	- Added clarifying language about the direct deposit process - Updated dates and pay schedules for 2026-2027 for all employees
Overtime Compensation	25-26	Added language to define “duty year” for deadline to use comp time
Leaves and Absences	30	- TASB Update: added policy references - Changed the “no call/no show” day count from 5 to 3
Holidays	33	Updated holiday dates for 2026-2027

Standards of Conduct	45	• TASB Update: added policy reference • TASB Update: updated language to reflect policy for reports to SBEC by the superintendent
Educator Code of Ethics	45-48	• TASB Update: renumbered factors under 3.9 to reflect policy
Reporting Suspected Child Abuse	50	• TASB Update: emphasized the 24-hour reporting timeline for child abuse • TASB Update: updated that abuse must be reported to DFPS even when made to law enforcement
Sexual Abuse and Maltreatment of Children	51	• TASB Update: updated policy reference
Reports to Texas Education Agency	52	• TASB Update: added and emphasized reporting timeline of 48 hours to report to TEA • TASB Update: added reporting timeline of seven days for a certified employee for certain misconduct
Technology Resources	53	• TASB Update: added policy reference • Added clarifying language regarding loss of badge/technology access upon resignation
Personal Use of Electronic Communications	54	• TASB Update: changed policy reference DH to DHA • TASB Update: changed DH(EXHIBIT) to DHA(LEGAL)
Electronic Communications between Employees, Students, and Parents	55	• TASB Update: changed licensed therapists to school psychologists to reflect updated title change
Tobacco and Nicotine Products and E-Cigarette Use	59	• TASB Update: updated language to align with law • TASB Update: added definition of “e-cigarette” defined in policy and health and safety code
Resignations	68-69	• TASB Update: changed SBEC to TEA for required reporting by the superintendent for noncertified employees • TASB Update: removed reference to 48 hours (the superintendent should follow reporting requirements to TEA after notification from a principal or director of a noncertified employee’s resignation or termination) • Added clarifying language regarding loss of badge/technology access upon resignation
Dismissal or Nonrenewal of Contract Employees	69	• TASB Update: added new policy references

Dismissal of Noncontract Employees	69	• TASB Update: added policy references
Prohibition on Diversity, Equity, and Inclusion	70	• TASB Update: added new topic of the prohibition of engaging in diversity, equity, and inclusion activities for employees with policy references
Prohibited Classroom Instruction	70	• TASB Update: added new topic of prohibited classroom instruction for employees with policy references
Index	76-78	• Updated page numbers and entries