

The Dispatch

A special report for the SAISD Police Department by the San Antonio Alliance of Teachers and Support Personnel.



Cindy Janicke, Dispatcher and Alliance Consultation Representative

The Respect Project

In consultation, for the last two months each support personnel representative has presented an overview to the administration of what respect in the workplace looks like to them. The more we talked about how respect is one of the core values in our district, the more people agreed to keep the conversation going. We also talked about brainstorming some ideas to turn this into a district-wide initiative. We would like to take this initiative in the hopes of rewriting district policy to reflect expectations of mutual respect for all employees.

Cindy Janicke, the police department's consultation representative, said, "The police department is there for the safety of the students, but most days we don't get to see the sunny side of the student; we're called in when children are acting up and we have to be aggressive. Really, we would rather mentor someone than arrest someone. A lot of the officers want to be mentors. We are there to uphold the law, but we would also like to be there for the students. We are information givers, problem solvers, mediators, athletes, communicators, healers, and protectors. But most of all we are human beings. We want acceptance from the public. Often people see the officer as someone who will arrest you; they only see the bad. When you see an officer, we want you to know the school is safe."

If you would like to share your thoughts on respect with other statewide support personnel make sure to visit our state affiliate's website at www.texasaft.org.

Higher standards for behavior for Extra-Curricular Students

With the approval of the campus principals and the Superintendent, sponsors and coaches of extracurricular activities may develop and enforce standards of behavior that are higher than the District-developed Student Code of Conduct and may condition membership or participation in the activity on adherence to those standards. Extracurricular standards of behavior may take into consideration conduct that occurs at any time, on or off school property. Extracurricular behavioral standards shall not have the effect of discriminating on the basis of gender, race, color, disability, religion, ethnicity, or national origin.

Students shall be informed of any extracurricular behavior standards at the beginning of each school year or when the students first begin participation in the activity. Students and their parents shall sign and return to the sponsor or coach a statement that they have read the extracurricular behavior standards and consent to them as a condition of participation in the activity.

Standards of behavior for an extracurricular activity are independent of the Student Code of Conduct. Violations of these standards of behavior that are also violations of the Student Code of Conduct may result in independent disciplinary actions.

A student may be removed from participation in extracurricular activities or may be excluded from school honors for violation of extracurricular standards of behavior for an activity or for violation of the Student Code of Conduct.

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Important Meeting coming up

On Tuesday, March 29 from 4:30 – 6:p.m. your attendance is needed for a very important meeting. Topics for this meeting will include Department of Safety Communication Survey results and Consultation Issues consensus. The department's Alliance Representatives are anxious to work with you as well, *"I have been speaking with several department members and I am ready to hear all complaints and concerns from them and answering them as well. I am very dismayed at the information that still gets misconstrued by Alliance members and representatives,"* reports Officer Michael Gilbert, one of the Alliance Reps.

Make arrangements to be at this meeting so as not to miss this opportunity to get involved and make your voice heard.

Together we can make a difference!

Vehicle Replacement Update

In the 2007-08 school year the Alliance leadership prompted SAISD Board members to collaborate and communicate with the district administration to establish a committee representing the classified departments with vehicle fleets. At that time there was no plan of action or funding available for replacement of district vehicles. Initially, administrators from food service, transportation, plant services and operations, as well as the police department, made up the committee. Through Consultation discussion it was decided to add an employee representative for each area as well. The committee first did an analysis of the individual department fleets and then came up with a recommendation program to the school board. This program has made it possible for the district to purchase five new patrol vehicles last year and another five new patrol vehicles this year. We will continue to do what is necessary to ensure that the district wide vehicle replacement program continues to receive the funding needed to keep our district vehicles in safe and proper operating condition. The Police employees that served on that committee were Sergeant Trevino and Sergeant Nino, who is no longer with the district.

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