

THESE FOLLOWING PUBLIC NOTICES BELOW ARE PROVIDED FOR YOUR INFORMATION:

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EQUAL EMPLOYMENT OPPORTUNITY

The Eustace Independent School District does not discriminate against any employee or applicant for employment because of race, color, religion, gender, age, national origin, disability, military status, genetic information, or on any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.

Employees with questions or concerns relating to discrimination on any of the bases listed above should contact Superintendent Coy Holcombe.

El distrito independiente de las escuelas de Eustace no discrimina contra ningún empleado o aspirante para el empleo debido a la raza, color, religión, género, edad, origen nacional, inhabilidad, estado militar, información genética, o sobre ninguna otra base prohibida por la ley. Además, el distrito no discrimina contra un empleado o un aspirante que actúe para oponer tal discriminación o participe en la investigación de una queja relacionada con una práctica discriminatoria del empleo. Las decisiones del empleo serán tomadas en base de las calificaciones, de la experiencia, y de las capacidades del trabajo de cada aspirante.

Empleados con preguntas o preocupaciones referentes a la discriminación en referencia a lo de arriba deben entrar en contacto con el superintendente Coy Holcombe.

NONDISCRIMINATION STATEMENT

It is the policy of Eustace ISD not to discriminate on the basis of race, color, national origin, sex, handicap, or age in its employment practices as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975, as amended; and Section 504 of the Rehabilitation Act of 1973, as amended.

For information about your rights or grievance procedures, contact the Title IX Coordinator, Dr. Coy Holcombe, 320 Hwy 316 South, Eustace, TX 75124, (903)-425-5151.

Notificación Publica de No Discriminación

El distrito escolar independiente de Eustace ISD no discriminar por motivos de raza, color, origen nacional, sexo o impedimento, en sus programas, servicios o actividades vocacionales, tal como lo requieren el Título VI de la Ley de Derechos Civiles de 1964; enmendada: el Título IX de las Enmiendas de Educación, de 1972, y la Sección 504 de la Ley de Rehabilitación de 1973, enmendada.

Para información sobre sus derechos o procedimientos para quejas, comuníquese con el Coordinador del Título IX , Dr. Coy Holcombe, 320 Hwy 316 South, Eustace, TX 75124, (903) 425-5151.

NONDISCRIMINATION IN CAREER AND TECHNICAL EDUCATION PROGRAMS

Eustace ISD offers career and technical education programs in Agriculture, Food & Natural Resources; Arts, A/V Tech & Communications; Business, Management & Administration, Information Technology; and Manufacturing. Admission is based on pre-requisites listed in the course description.

It is the policy of Eustace ISD not to discriminate on the basis of race, color, national origin, sex or handicap in its vocational programs, services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

Eustace ISD will take steps to assure that lack of English language skills will not be a barrier to admission and participation in all educational and vocational programs.

For information about your rights or grievance procedures, contact the Title IX Coordinator, Dr. Coy Holcombe, at 320 Hwy 316 South, Eustace, TX 75124 (903)-425-5151.

Notificación pública de no discriminación en programas de educación técnica y carrera vocacionales

El distrito escolar independiente de Eustace ofrece programas en Agriculture (*agricultura*), Food & Natural Resources (*alimentos y recursos natural*), Arts (*artes*), A/V Tech & Communications (*comunicaciones de tecnología*), Business (*empresas*), Management & Administration (*administración de empresas*), Health Science (*ciencias de la salud*), Hospitality and Tourism (*hospitalidad y turismo*), Information Technology (*informática*), and Manufacturing (*fabricación*). La admisión a estos programas se basa en pre-requisitos que se encuentran en la lista escrita ajunto cada descripción del curso.

El distrito escolar independiente de Eustace no discriminar por motivos de raza, color, origen nacional, sexo o impedimento, en sus programas, servicios o actividades vocacionales, tal como lo requieren el Título VI de la Ley de Derechos Civiles de 1964; enmendada: el Título IX de las Enmiendas de Educación, de 1972, y la Sección 504 de la Ley de Rehabilitación de 1973, enmendada.

El distrito escolar independiente de Eustace tomará las medidas necesarias para asegurar que la falta de habilidad en el uso del inglés no sea un obstáculo para la admisión y participación en todos los programas educativos y vocacionales.

Para información sobre sus derechos o procedimientos para quejas, comuníquese con el Coordinador del Título IX / el Coordinador de la Sección 504, Dr. Coy Holcombe, at 320 Hwy 316 South, Eustace, TX 75124 (903)-425-5151

NOTIFICATION TO PARENTS OF TEACHER QUALIFICATIONS

COMPLIANCE WITH P.L. 107-110 SECTION 1111(h)(6)(A)

As a parent of a student at Eustace Independent School district, you have the right to know the professional qualifications of the classroom teachers who instruct your child, and Federal law requires the school district to provide you this information in a timely manner if you request it. Specifically, you have the right to request the following information about each of your child's classroom teachers:

- Whether the teacher meets the state qualifications and licensing criteria for the grades and subjects he or she teaches
- Whether the teacher is teaching under emergency or provisional status because of special circumstances
- The teacher's college major, whether the teacher has any advanced degrees, and the field of discipline of the certification or degree.
- Whether paraprofessionals provide services to your child and, if so, their qualifications..

COMPLIANCE WITH HOUSE BILL 618 OF THE 1999 TEXAS LEGISLATURE

This bill mandates that when a district assigns an uncertified or an inappropriately certified teacher to a classroom for more than 30 consecutive instructional days, the superintendent is required to notify in writing the parent(s) or guardian(s) of each student taught by the uncertified or

inappropriately certified individual. The notice will be provided no later than the 30th instructional day after the date of assignment. If you would like to receive any of the information, please contact the Administration office at (903) 425-5151

ATTENTION PRIVATE NONPROFIT SCHOOLS AND REGISTERED HOMESCHOOLS

Eustace ISD participates in the Federal Title Program. The goal of this program is the improvement of the nation's schools. Private nonprofit schools and licensed homeschools within district boundaries may be eligible for services under the Title Program. Schools outside district boundaries who serve students from Eustace may qualify for Title I services if the students show an educational need. For more information, please contact Deanna Haynes, Asst. Supt. at (903) 425-5151, dhaynes@eustaceisd.net

CREDIT BY EXAM

Students entering Eustace ISD from private schools, including home schools, will be assessed to ensure proper placement and/or credit. Assessments will be given prior to the start of school. For more information or to schedule testing, parents should call the appropriate campus office as soon as possible.

State and local policies also allow students to receive credit or acceleration by examination with or without prior instruction. To earn credit, students must pass an exam that covers the Texas Essential Knowledge and Skills (TEKS).

Examinations are to be given twice per year as needed. Please contact the campus counselor to arrange testing.

FREE APPROPRIATE PUBLIC EDUCATION

Eustace ISD must ensure a free appropriate public education to all individuals with disabilities, ages 3-21, who qualify for special education services. Eustace ISD is actively conducting a search for individuals with disabilities or developmental delays. For questions about services or to have your child tested, please contact the Special Education office at (903) 425-5340

Eustace ISD es responsable de asegurar una educación pública apropiada a todos los individuos de las inhabilidades, de las edades 3-21, que califican para los servicios de la Educación Especial. Eustace ISD está conduciendo activamente una búsqueda para todos los individuos con inhabilidades. Para información o una cita para la investigación, llame por favor la oficina de la Educación Especial a ((903)) 425-5340

REHABILITATION ACT OF 1973 SECTION 504

NOTICE TO PARENTS OF HANDICAPPED STUDENTS

Eustace ISD is strictly opposed to the discrimination of students on the basis of any physical or mental impairment, which substantially limits one's ability to learn.

No such student shall, on the basis of handicap, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program or activity.

Such students are entitled to a free appropriate education, which means the provision of regular or special education and related aids or services designed to meet individual education needs. Handicapped students must be educated with students who are not handicapped to the maximum extent appropriate to the needs of the handicapped student, unless such participation significantly impairs the education of other students.

Parents of students who are believed to be handicapped should notify the building principal or At-Risk Coordinator who will make a referral for evaluation. Placement decisions will be made by a group of persons, on a variety of sources, including tests, teacher recommendations, the child's physical condition, social or cultural background, and adaptive behavior. Re-evaluations will be made before any subsequent significant change in placement.

When the district takes action concerning the identification, evaluation, or placement of a student under Section 504, parents have the right to examine relevant records and to have an impartial hearing with representation by counsel if desired.

Parents wishing to refer their child should notify the building principal.

PESTICIDE APPLICATIONS ON EUSTACE ISD PROPERTY

As part of our commitment to provide your child with a safe, pest-free learning environment, the Eustace Independent School District may periodically apply pesticides to help manage insects, weeds, or pathogens. Pesticide applications are part of our integrated pest management (IPM) program, which relies largely on non-chemical forms of pest control. Pesticide applications on EUSTACE ISD property are made only by trained, licensed technicians. Should you have any questions about this pest management program or wish to be notified in advance of pesticide applications, you may contact our IPM Coordinator: James Beverly, at (903) 425-5131.