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Integrity Insights

Office of Professional Responsibility

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Meet the OPR Staff

Diana Aguilera, Investigator

Diana has worked various positions in the district for 20 years. A graduate of the University of Texas who studied at the Thurgood Marshall School of Law, Diana was hired in 1981 to work as a legal assistant/paralegal to the district's attorneys. Later, Diana applied her talents to the area of professional development and trained district staff in Intercultural Relations, Multicultural Education, the 7 Habits of Highly Effective People and the 4 Roles of Leadership. Five years ago, Diana joined the district's Human Resources Investigative Department as an Administrative Investigator.

Frank McCammon, Inspector

After serving as an Air Intelligence Officer in the Navy, Frank began a career in law enforcement. Frank worked first as an FBI Special Agent and later with the Criminal Investigation Division of the Internal Revenue Service. He worked cases involving tax evasion, bankruptcy, fraud, bank fraud, and money laundering before he retired. Frank then worked abroad as an enforcement advisor for the U.S. Government after the fall of the Iron Curtain in Eastern Europe, with assignments in Romania, Armenia, Moldova, and Slovenia. He has also worked in Central and South America. Working for the Dallas ISD is not Frank's first venture into the business of education. As a recipient of a B.A. in Spanish Literature and one in Accounting and Finance, as well as an M.A. in English, Frank has served as adjunct professor at several institutions of higher learning.

Rex Stewart, Inspector

Rex worked for the Internal Revenue Service for 24 years, four years as an auditor and 20 years as a Special Agent in the Criminal Investigation Division. He spent two years as a Supervisory Special Agent and the last five years of his career in charge of Technical Operations in the North Texas District. As head of Technical Operations Laboratory, Rex oversaw undercover audio, video, electronics and photography. After retirement, he was a substitute teacher at South Grand Prairie High School with long term assignments in Media Technology, Microsoft Office and Special Education. Rex received a BBA in Accounting from the University of Texas at Arlington.

To contact Diana, Frank, Rex or other members of the staff of the Office of Professional Responsibility call (972) 925-8850.

Embodying Ethics

Vicente and his wife, April, are proud and excited because their first child, Marilou, will enroll in her first semester at an Ivy League university this fall. They have been preparing for this event for the last few years, and have contributed small amounts to a college fund. After reviewing the enrollment information, they discover they will still need additional money to cover all the fees and board. They decide to teach summer school and forego the family vacation to cover everything.

Marilou will leave for school in the next two weeks. She has school clothes and her airline ticket has been bought. April and Vicente plan to write the check for her fees when the summer school payments are deposited to their account. When the payment for summer school teachers is posted, the couple only has 1,500 additional dollars. They both check their paystubs and discover that while April was paid, Vicente only received his regular teacher's salary. He calls the school to discuss the mistake that must have been made.

Ms. Coleman, the office manager, remembers posting Vicente's time and believes he should have been paid. She promises to follow up with Payroll to find out what happened.

Across town Mark checks his bank balance online and notices he has 1,500 extra dollars this month.

What should Mark do?

1. Be quiet and keep the money. No one will ever know.
2. Call the office manager at his school to find out if teachers at his school were the recipients of some award.
3. Contact his principal and the Payroll Department to report the situation.

See the answer at the bottom of this column.

Past and Present Ethical Thinking

The accomplice to the crime of corruption is frequently our own indifference.

Attributed to Bess Meyerson

Mark should contact his principal and the Payroll Department to report the situation. When the error is discovered, Payroll has the right by policy to immediately adjust his salary to collect the overpayment. The Excess Leave and Overpayment section of Policy BDAF (Legal) reads, "Adjustments shall be immediately made for overpayments in salary, unless other arrangements are approved."

Dallas ISD Policy You Need to Know

A recent newspaper headline brought district policy to the forefront when several employees were terminated for their failure to comply with its terms. Although the policy is not new, many of the terminated employees reported that they did not know it existed. DH (Local) has a provision that requires employees to report arrests for any felony or any offense involving moral turpitude.

According to the policy, "An employee who is arrested for any felony or any offense involving moral turpitude [see DC(LOCAL)] must report the arrest to the Superintendent of Schools, in writing, within three workdays of the arrest. An employee who is convicted of or receives deferred adjudication for such an offense must also report that event to the Superintendent of Schools, in writing, within three workdays of the event." Employees may also contact a representative of the Superintendent's designee, the Office of Professional Responsibility, at (972) 925-8866.

To read the two policies, DH (Local) and DC (Local), visit the Board Policy page on the district's Website.

Integrity in the Headlines

Hong Kong - "A woman teacher at a prestigious Hong Kong primary school has been arrested for allegedly taking tens of thousands of U.S. dollars in bribes from parents to win places for their children."

From the Earth Times

Los Angeles, CA - As Los Angeles officials and celebrities create a splash of summer scandals, the Los Angeles Unified School District is setting out to teach all of its employees how to distinguish between right and wrong.

From the Daily Breeze

History and Ethics

Many companies freely use the words 'ethics', 'integrity' and 'responsibility' when describing the way they conduct business. Yet when they must walk the talk, they fall short. In the 1980s, the actions of one American company provided businesses a stellar example of taking steps to make the right decision.

In the fall of 1982, five apparently healthy people in different neighborhoods in the Chicago area died mysteriously. Firefighters and paramedics who had first contact with the cases realized that all the victims had one thing in common, they had all taken Extra-Strength Tylenol capsules. A toxicologist who examined the capsules discovered that they contained 10,000 times the amount of cyanide needed to kill an average person..

When Johnson & Johnson was alerted, the company immediately recalled all Tylenol products, notified healthcare practitioners of the danger, and stopped on-air advertising. The company quickly developed new ads that warned the public not to take any medication that contained Tylenol. Overall the company pulled 31 million bottles of Tylenol with a retail value of 100 million dollars from store shelves.

It took Johnson & Johnson one year to recover their spot in the marketplace. However, the company lived up to the first line in its credo, "We believe our first responsibility is to the doctors, nurses and patients, to mothers and fathers and all others who use our products and services."

Making Ethical Decisions



People make ethical decisions every day. However, at times, a situation presents itself that poses a decision-making dilemma. This section will feature common ethical decision-making models that may prove useful to readers when trying to address an ethical dilemma.

A quick and easy ethical decision-making model is the "Mom/Dad" test. When you are faced with an ethical dilemma, ask yourself what your mom or dad would tell you to do. Once you know what he or she would say, take action.

Thank You

When OPR needed a nameplate for its new publication, ¹² Integrity Insights, Sharla Hudspeth from the School Support Services Division came to the rescue. A former journalism teacher who sponsored both newspaper and yearbook staffs, she designed an attractive graphic in a matter of minutes. The publication of this back to school issue of the newsletter is the perfect time to say, "Thank you, Sharla."

Contact Us For Questions or Concerns About Employee Ethics or Integrity

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Report Fraud, Waste, or Abuse

Visit us in person or

Call: (972) 925-8850 or 800-530-1608

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Dallas Independent School District