

Proposed District of Innovation Plan Amendments

Approved by the District of Innovation Committee on December 13, 2022

Applicable Education Code
TEC 21.401
TEC Language
Teachers employed on a ten-month contract are required to provide a minimum of 187 days of service
Local Innovation Strategy
The number of contract days will be dependent on need, and FISD will reserve the right to lessen contract days for teachers with no effect on teacher salaries. The District believes this will allow it to be more competitive with other districts' contract days, allow for better teacher recruitment and retention, and improve overall district culture.

Applicable Education Code
TEC 21.404
TEC Language
Each classroom teacher is entitled to at least 450 minutes within each two-week period for instructional preparation.
Local Innovation Strategy
The District will utilize the following strategies: <ul style="list-style-type: none">- The District shall have the flexibility as to when and how it provides planning and preparation time to its teachers to align with a four-day week.- Educators will continue to have daily time for planning and preparation.- The District will allow teachers to waive their planning and preparation time to teach additional courses. Teachers that elect to waive their planning and preparation time to provide student instruction will be provided additional compensation.

Applicable Education Code
TEC 25.081
TEC Language
For each school year, each school district must operate for at least 75,600 minutes, including time allocated for instruction, intermissions, and recesses for students.
Local Innovation Strategy
<p>The District will utilize the following strategies:</p> <ul style="list-style-type: none"> - The District shall have the authority to develop a calendar that meets the required 75,600 minutes via a non-traditional schedule. - A non-traditional schedule may include the implementation of multiple four-day school weeks throughout the school year. - The District will utilize a multitude of strategies, including, but not limited to, lengthened school days, regularly-spaced PD opportunities for teachers, extended learning opportunities, and increased time with extra-curricular activities, to ensure students are receiving a quality education regardless of how the required 75,600 minutes are distributed throughout the year.

Applicable Education Code
TEC 25.087 b-2(1)(2)
TEC Language
Students are excused for a limit of two days junior year and two days senior year for college or university visits.
Local Innovation Strategy
The District will allow students three documented college or university visits junior year and three documented visits senior year.

Applicable Education Code
TEC 21.402
TEC Language
All districts when hiring a retired teacher must pay their salary based upon the TEA minimum salary pay scale; in addition, the districts are required to pay a TRS surcharge.
Local Innovation Strategy
<p>As Fisd faces budget constraints and teacher shortages in hard-to-fill positions, local control for negotiating salaries for retirees would benefit the district. In the negotiation, the salary may be modified from the posted salary schedule to allow districts funds to be available to pay the surcharge to TRS. Exempting from TEC 21.402 will have the following benefits:</p> <ul style="list-style-type: none"> - Retired teachers can be employed and reap the benefits from a salary in addition to their retirement compensation, - Students will benefit from the experience and knowledge of retired teachers, - The district can hire retired teachers without an increase to the budget, - The funds to pay the TRS surcharge would be available through the negotiated salary. <p>Local guidelines:</p> <ul style="list-style-type: none"> - Negotiated salary will only be for the hiring of retired educators. - The salary will be negotiated between the District and the retired educator. - The negotiated salary will be in writing. - The negotiated salary will involve decreasing the salary factor of the retired educator to an amount equivalent to the standard salary schedule minus the surcharge percentage the district pays to TRS.

Applicable Education Code
TEC 21.451
TEC Language
Staff development provided by the school district to an educator other than a principal must be conducted in accordance with standards developed by the district and designed to improve education in the district.
Local Innovation Strategy
Mandating annual compliance training only serves to add redundancy to back-to-school work that can be better utilized in preparing for the students to return. The District will require all staff to review and retrain on required compliance training every two years.

Applicable Education Code
TEC 25.036
TEC Language
Requires transfer to be for a one-year period.
Local Innovation Strategy
<p>The district transfer agreement specifies that students must follow all rules and regulations of the district. A safe and orderly environment is one of the most important features of the district, and one of the main reasons that a student might wish to transfer to the district. Students who do not follow rules and regulations may disrupt this environment, and it is in the best interest of the district to retain the right to revoke a transfer agreement during the school year.</p> <p>The transfer may be revoked during the school year by the superintendent or designee if the student:</p> <ul style="list-style-type: none"> - Is assigned discipline consequences of suspension, placement in a disciplinary alternative program, or expulsion; - Does not meet the state's 90% attendance; - Fails to meet academic standards.

Applicable Education Code
TEC 22.004
TEC Language
Requires districts to use TRS as the sole healthcare option for employees.
Local Innovation Strategy
To have the option to offer additional health benefits options to employees and to increase local control of the group health benefits plan to allow the District to be responsive to employee and community needs, the District proposes to be exempt from the health insurance requirements in TEC 22.004(i).

Applicable Education Code
TEC 37.005(c)
TEC Language
Students in grades below 3rd cannot be placed in out-of-school suspension except in specific circumstances.
Local Innovation Strategy
With the consent of the Superintendent or designee, campus administrators will be provided the authority to suspend students below third grade out of school for no more than three days when the students are not responsive to other disciplinary consequences and continue to disrupt the educational environment.

Applicable Education Code
TEC 37.008, TEC 37.0082
TEC Language
A district alternative educational program shall be provided in a setting other than the students' regular classroom.
Local Innovation Strategy
With the consent of the Superintendent or designee, campus administrators will be provided the authority to assign students to a DAEP located on the students' regular campus. This will provide the district the flexibility to provide students with the most appropriate educational setting.

Applicable Education Code
TEC 37.008(a)(7)
TEC Language
Each school district shall provide a disciplinary alternative education program that employs only teachers who meet all certification requirements established under Subchapter B, Chapter 21 of the TEC.
Local Innovation Strategy
The District will have flexibility in scheduling teachers and aides as needed for DAEP placements. The campus administrators will ensure that the staff of the DAEP has the support necessary to properly supervise the students assigned to the program and will lend assistance of teachers with specific certification as needed.