



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: July 19, 2017

Purpose: ☐ Report Only ☐ Recognition ☒ Discussion/ Possible Action

From: Delinda Castro, Chief Academic Officer

Item Title: Approve the policy recommendations to address the Local District of Innovation Plan for South San Antonio ISD to better meet the needs of the students and community.

Description:

Policy recommendations were made by TASB and the SSAISD Board of Trustees to address the Local District of Innovation Plan for South San Antonio ISD to better meet the needs of the students and community.

House Bill 1842, passed during the 84th Legislative Session, provides the opportunity for Texas public school districts to pursue the designation of District of Innovation. This allows local school districts to obtain exemptions from certain provisions of the Texas Education Code to allow more flexibility and local control for innovative programming.

Recommendation:

Approve the proposed policy recommendations to address the Local District of Innovation Plan for South San Antonio ISD to better meet the needs of the students and community.

District Goal:

Goal 2 We will develop a strong support system offering opportunities across the curriculum to create an innovative school experience, teaching students to value their education and motivate them to achieve excellence.

Funding Budget Code and Amount:

CFO Approval

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APPROVED BY:

SIGNATURE

DATE

Chief Officer:

Superintendent:

A. Saavedra

7/12/17

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
CREDENTIALS AND RECORDS

DBA
(LOCAL)

Note: The District's innovation plan may be found at <http://www.southsanisd.net/Page/5705>. This local policy has been revised in accordance with the District's innovation plan.

UPDATING
CREDENTIALS

All employees who
have earned
certificates,
endorsements, or

degrees of higher rank since the previous school year shall file with the District:

UPDATING CREDENTIALS

An official college transcript showing the highest degree earned and date conferred.

Proof of the certificate or endorsement.

CONTRACT
PERSONNEL

The Superintendent or designee shall ensure that contract personnel possess valid credentials before issuing contracts.

STATE CERTIFICATION The District shall make every effort to hire teachers with appropriate state certification. However, in hard-to-fill positions, the District shall be exempt from state certification requirements.

PROFESSIONAL DEVELOPMENT All employees issued a local teaching certificate will be provided a comprehensive professional development plan to address the following: classroom management, TEKS, relationship building, as well as all of the required professional development provided to new teachers.

SOCIAL SECURITY
NUMBER

The District shall not use an employee's social security number as an employee identifier, except for tax purposes [see DC]. In accordance with law, the District shall keep an employee's social security number confidential.

ASSIGNMENT AND SCHEDULES

DK
(LOCAL)

Note: The District's innovation plan may be found at <http://www.southsanisd.net/Page/5705>. This local policy has been revised in accordance with the District's innovation plan.

SUPERINTENDENT'S
AUTHORITY

All personnel are employed subject to assignment and reassignment by the Superintendent or designee when the Superintendent determines that the assignment or reassignment is in the best interest of the District. Reassignment shall be defined as a transfer to another position, department, or facility that does not necessitate a change in the employment contract of a contract employee. Any change in an employee's contract shall be in accordance with policy DC.

CAMPUS
ASSIGNMENTS

Any employee may request reassignment within the District to another position for which he or she is qualified.

The principal's criteria for approval of campus assignments and reassignments shall be consistent with District policy regarding equal opportunity employment, and with staffing patterns approved in the District and campus plans. [See BQ series] In exercising their authority to approve assignments and reassignments, principals shall work cooperatively with the central office staff to ensure the efficient operation of the District as a whole.

The Superintendent shall have the authority to approve a written request by the principal for an individual without the requisite state certification in a particular subject area to teach one or more highly specialized or hard-to fill Career and Technical Education (CTE) and elective courses in accordance with the District's innovation plan. Core subject course requests (Math, English, Science, and Social Studies) would require approval of the Board of Trustees. [See DBA and EHDD]

ASSIGNMENT OF
RELATIVES

Persons related by blood or marriage may be assigned to the same building but shall not be assigned to a position where one might be the evaluator or supervisor of the other.

SUPPLEMENTAL
DUTIES

Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.

WORK CALENDARS
AND SCHEDULES

Subject to the Board-adopted budget and compensation plan and in harmony with employment contracts, the Superintendent shall determine required work calendars for all employees. [See DC, EB]

ASSIGNMENT AND SCHEDULES

DK
(LOCAL)

Daily time schedules for all employees shall be determined by the Superintendent or designee and principals.

INSTRUCTIONAL ARRANGEMENTS
CLASS SIZE

EEB
(LOCAL)

Note: The District's innovation plan may be found at <http://www.southsanisd.net/Page/5705>. This local policy has been revised in accordance with the District's innovation plan.

CLASS-SIZE RATIO

The District shall be exempt from provisions in state law requiring a district not to enroll more than 22 students in a class, kindergarten- grade 4.

Any classrooms exceeding the 22:1 ratio by 1-2 students will require the approval of the Superintendent. The Superintendent shall notify the Board when a kindergarten-grade 4 class enrollment exceeds 22 students. Any classrooms exceeding the 22:1 ratio by three or more students shall require the approval of the Board of Trustees. At any time, the Board may request the Superintendent bring the exemptions for Board approval.

ATTENDANCE
ATTENDANCE FOR CREDIT

FEC
(LOCAL)

ALL ABSENCES
CONSIDERED

The district has waived provisions in state law denying credit or a final grade to a student in kinder through grade 12 who did not attend class 90 percent of the days the class is offered due to extenuating circumstances and other educational factors.

Campus attendance committees will hear petitions for class credit or a final grade by students who have not met the 90% rule and have not earned a class credit or a final grade due to extenuating circumstances and other educational factors.

See FEC (Regs) for consideration of all absences and campus interventions for securing class credit or final grade.

ATTENDANCE
ATTENDANCE FOR CREDIT

FEC
(REG)

ALL ABSENCES
CONSIDERED

Guidelines for Campus Interventions

High School

1. After (2) unexcused absences, a warning letter will be sent home.
2. Following (4) absences, a mandatory parent conference will be convened. Attendance recovery plan will be created at the parent conference. Interventions include withholding of extra -curricular activities, school events, athletic events/games, or any other activities outside of the normal school day until recovery is completed within the recovery plan.

Middle School

1. After (3) unexcused absences, a warning letter will be sent home.
2. Following (4) absences, a mandatory parent conference will be convened. Attendance recovery plan will be created at the parent conference. Interventions include withholding of extra -curricular activities, school events, athletic events/games, or any other activities outside of the normal school day until recovery is completed within the recovery plan.

Elementary School

1. After (3) unexcused absences, a warning letter will be sent home.
2. Following (4) absences, a mandatory parent conference will be convened. Attendance recovery plan will be created at the parent conference. Interventions include withholding of extra -curricular activities, school events, athletic events/games, or any other activities outside of the normal school day until recovery is completed within the recovery plan.