



Discussion of Revisions to Local Board Policies

The Board of Trustees recently approved the ECISD District of Innovation Plan and the related exemptions from state statutes. Before exemptions from statutes can be implemented, the administration must revise the impacted local, board policies and provide a roll-out plan that ensures appropriate, implementation parameters.

This report reflects the revisions and updates to local polices that are most pressing due to their impact on staffing and the start of school in 2022-2023. Texas Association of School Boards Policy Service assisted the District in proposing revisions and additions to ECISD board policy. Implementation parameters were developed by the appropriate ECISD leaders.

The following policies have been recommended for revision or inclusion in the Ector County ISD policy manual:

- AF(LOCAL): INNOVATION DISTRICTS
- DBA(LOCAL): EMPLOYMENT REQUIREMENTS AND RESTRICTIONS – CREDENTIALS AND RECORDS
- DCA(LOCAL): EMPLOYMENT PRACTICES – PROBATIONARY CONTRACTS
- DK(LOCAL): ASSIGNMENT AND SCHEDULES
- EB(LOCAL): SCHOOL YEAR

In addition to the redlined policy revisions, a roll-out plan that outlines the implementation parameters has been included. The Board can anticipate seeing additional policy revisions related to the District of Innovation Plan in the future.

Administrative Recommendation:

The administration recommends that the Board approves revisions to local board policies and the corresponding implementation parameters.

DISTRICT OF INNOVATION PLAN – IMPLEMENTATION PARAMETERS

Policy Revised	TEC Exemption Activated	Change to Local Policy	Parameters
AF (LOCAL): Innovation Districts	NA	(Revise Policy) The text of the policy has been simplified to reflect that: "The District has completed all requirements for designation as an innovation district, and the Board has adopted an innovation plan."	The language is included in policy to document that the district has enacted a list of exemptions under a District of Innovation Plan.
DBA (LOCAL): Employment Requirements and Restrictions, Credentials and Records	21.002 21.003 21.0031 21.051 21.053	(Revise Policy) New text has been added: "The district is exempt from the state law that generally requires school districts to hire teachers who are certified by the State Board for Educator Certification. State certification shall not be required for teachers of Career and Technical Education (CTE) courses. In addition, the superintendent shall have the authority to approve a certified teacher to teach up to one grade span above or below his or her certified level." Local certification guidelines for CTE Statement of Qualifications teachers has been removed and included in the District of Innovation Plan.	Teachers hired without an SBEC certification must possess a bachelor's degree and will be directed to an alternative certification program to complete an internship and obtain certification. Certification and credentialing requirements will be implemented as stated within the District of Innovation Plan. Per state requirements, teachers who are seeking Special Education or Bilingual/ESL certification may not be employed under this exemption without meeting additional certification and credentialing requirements.
DCA (LOCAL): Employment Practices Probationary Contracts	21.002	(Add Policy) This new policy states that: "The District is exempt from the state law regarding the maximum length of time an experienced teacher may be employed on a Probationary Contract. At the recommendation of the superintendent,	All Probationary Contracted teachers who meet the service requirements of DCA (LOCAL) will be evaluated for an appropriate contract based on documented performance. Human Resources maintains service record information for all employees of the district.

DISTRICT OF INNOVATION PLAN – IMPLEMENTATION PARAMETERS

		a Probationary Contract may be renewed for up to 2 additional one-year periods for a person who has been employed as a teacher in public education for at least 5 of the 8 years preceding employment by the District.”	
DK (LOCAL): Assignments and Schedules	21.003 21.0031 21.051 21.053	(Revise Policy) New text has been added: “The superintendent shall have the authority to approve the principal’s request to assign a certified teacher to teach up to one grade span above or below his or her certified level.”	Principals will work with Human Resources to ensure that teacher certification is appropriate to grade level taught in accordance to the District of Innovation Plan.
EB (LOCAL): School Year	25.0811	(Revise Policy) The language of the policy related to First Day of School has been deleted and replaced with new text. It now states: “The District is exempt from the state law that generally prohibits instruction for students from beginning before the fourth Monday in August. Instruction for students shall begin no earlier than the second Monday of August. This exemption shall not affect the number of contract days for teachers, which is currently 187 days in a school year.”	This slight revision allows the school year to start earlier in the month of August each year. The number of instructional days will remain at 180 and permit the district to leverage additional state funding. The number of teacher contract days will remain at 187. Graduation and the last day of school will fall prior to Memorial Day and allow a brief break before summer learning begins. This allows more time for professional learning in general and professional learning related to summer learning for accelerated instruction and enrichment training. The Board of Trustees will continue to approve the academic calendar each year.

PROPOSED REVISIONS

~~**Note:** This local policy has been revised in accordance with the District's innovation plan.¹~~

In accordance with state law, the District has completed all requirements for designation as an innovation district, and the Board has adopted an innovation plan.¹

~~The District achieved the designation of District of Innovation under Texas Education Code (TEC) 12A on April 11, 2017. This designation shall terminate at the end of the 2021–22 school year. No additional education code waivers shall be sought during this period, unless said proposed action is approved by the District of Innovation Committee, the DCIT Committee, and the Board in the same manner as required for the initial adoption of the District of Innovation plan under TEC 12A.~~

¹ Innovation Plan: <https://www.ectorcountysd.org/>

PROPOSED REVISIONS

Note: This local policy has been revised in accordance with the District's [innovation plan](#).¹

Updating Credentials

All employees who have earned certificates, endorsements, or degrees of higher rank since the previous school year shall file with the District:

1. An official college transcript showing the highest degree earned and date conferred.
2. Proof of the certificate or endorsement.

Contract Personnel

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

State Teacher Certification

In accordance with the District's innovation plan, the District is exempt from the state law that generally requires school districts to hire teachers who are certified by the State Board for Educator Certification. State certification shall not be required for teachers of career and technical education (CTE) courses. In addition, the Superintendent shall have the authority to permit a certified teacher to teach up to one grade span above or below his or her certified level. [See DK]

CTE Teacher – Local Guidelines

The local guidelines regarding the exemption for state teacher certification law are published in the District's innovation plan².

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.

~~Local Guidelines~~

~~CTE certification plan for SOQ employees.~~

~~Per TAC 233.14, an SOQ (Statement of Qualifications) is fulfilled via five years, full time, paid employment in the applicable field in business and industry.~~

~~The Standard Trade and Industrial Education: Grades 8–12 certificate shall require current licensure, certification, or registration by a nationally recognized accrediting agency based on a recognized test or measurement. If the licensure, certification, or registration is not based on a recognized test or measurement, then passing the appropriate National Occupational Competency Testing Institute (NOCTI) assessment shall be required.~~

~~Career Pathways Requiring a SOQ and a high school diploma:~~

- ~~1.—Automotive technology;~~
- ~~2.—Auto collision and repair;~~
- ~~3.—Construction technology; and~~
- ~~4.—Welding~~

~~In addition to SOQ requirements, the District shall also require the following licensures/certifications for each area:~~

- ~~1.—Automotive technology~~

~~A minimum of five ASE (Automotive Service Excellence) certificates with one of the five being the MLR (Auto Maintenance and Light Repair).~~

- ~~2.—Auto collision and repair~~

~~I-CAR platinum standard.~~

- ~~3.—Construction technology~~

~~For all building and trades applicable occupations, a state licensure is required; examples include electricians, plumbers, HVAC technicians, and building contractors.~~

- ~~4.—Welding~~

~~AWS (American Welding Society) certification.~~

~~Lastly, teachers hired in these areas shall be required to enroll in and complete during the first year of teaching a 20-hour CTE Classroom Management professional development program through an alternative certification program such as the programs through Region 18 or Region 13.~~

~~The District considers individuals hired under these guidelines for these positions to be appropriately qualified and, therefore, shall not provide special notification to parents of students in these classes that the instructor does not hold a traditional teaching certificate.~~

~~If the District assigns an inappropriately certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days during the same school year, the District shall provide written notice of the assignment to a parent or guardian of each student in that classroom.~~

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
CREDENTIALS AND RECORDS

DBA
(LOCAL)

~~The Superintendent shall provide this notice not later than the 30th instructional day after the date of the assignment of the inappropriately certified or uncertified teacher.~~

~~The District shall:~~

- ~~1. Make a good faith effort to ensure that the notice required by this section is provided in a bilingual form to any parent or guardian whose primary language is not English;~~
- ~~2. Retain a copy of any notice provided under this section; and~~
- ~~3. Make information relating to teacher certification available to the public on request.~~

¹ Innovation Plan: <https://www.ectorcountysd.org/>

² Innovation Plan: <https://www.ectorcountysd.org/>

ADD POLICY

Note: This local policy has been revised in accordance with the District's innovation plan¹

Maximum
Probationary
Contract Period

In accordance with the District's innovation plan, the District is exempt from state law regarding the maximum length of time an experienced teacher may be employed on a probationary contract. At the recommendation of the Superintendent, a probationary contract may be renewed **up to two additional one-year periods** for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment by the District.

¹ Innovation Plan: <https://www.ectorcountysd.org/>

PROPOSED REVISIONS

Note: This local policy has been revised in accordance with the District's [innovation plan](#).¹

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.

Any employee may request reassignment within the District to another position for which he or she is qualified. Campus assignments shall be made with the approval of the principal, as required by law.

Campus Assignments

The principal's criteria for approval of campus appointments 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 appointments and reassignments, principals shall work cooperatively with the central office staff to ensure the efficient operation of the District as a whole.

In accordance with the District's local innovation plan exemption regarding SBEC certification [see DBA], the Superintendent shall have the authority to approve a request by the principal for a qualified individual with experience in a career and technical education (CTE) field to teach a CTE course. [In addition, the Superintendent shall have the authority to approve the principal's request to assign a certified teacher to teach up to one grade span above or below his or her certified level.](#) All other teaching assignments shall require certification in accordance with state law. [See DBA]

All other teaching assignments shall require certification in accordance with state law. [See DBA]

Reassignment by Request

All District personnel have the privilege of requesting a change of assignment from one building or department to another.

All requests for reassignments are subject to the approval of the Superintendent or designee.

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.

Length of Workday

The length of the workday is directly related to the job to which assigned.

Regulations shall outline specifically the length of the workday for each classification of employee of the District. All employees shall be informed of these regulations.

Hourly Employee Schedules

All District employees paid on an hourly wage rate shall conform to the calendar controlling the operation for which the service is performed.

Supplemental Duties

The Superintendent or designee may assign supplemental duties to personnel exempt under the Fair Labor Standards Act, as needed. These noncontractual duties may be discontinued at any time for any reason or no reason by either party and must be placed in writing. The assignment of these duties shall not create any expectation of continued assignment to that same duty or any other duty. The employee shall be compensated for these assignments according to the supplemental duty payment schedule system established by the Board.

¹ Innovation Plan: <https://www.ectorcountyisd.org/>

PROPOSED REVISIONS

Note: This local policy has been revised in accordance with the District's [innovation plan](#).¹

First Day of School

~~Pursuant to the district of innovation plan, the District shall have the flexibility to designate the first day of school each year, as long as it is not before the second Monday of August. The calendar exemption shall not affect the number of contract days for teachers, which is currently 187 days in a school year. [See AF(REGULATION)]~~

School Calendar

The Superintendent shall be authorized to approve variations from the Board-adopted school calendar, as necessary.

School Start Date

In accordance with the District's innovation plan, the District is exempt from the state law that generally prohibits instruction for students from beginning before the fourth Monday in August. Instruction for students shall begin no earlier than the second Monday of August. This exemption shall not affect the number of contract days for teachers, which is currently 187 days in a school year.

School Closure

The Board delegates to the Superintendent the authority to close schools for reasons of public health and safety.

¹ Innovation Plan: <https://www.ectorcountyisd.org/>