



Devine Independent School District Board of Trustees Agenda Document

Meeting Date: June 16, 2025

Agenda Item: Staff Development Waiver

Background Information:

This waiver allows the district to train staff on various educational strategies designed to improve student performance in lieu of student instruction during the school year.

The *Staff Development Minutes Waiver* provides for a maximum of 2,100 total waiver minutes to use for professional development for districts that provide operational and instructional minutes.

Each district may choose how to apply their approved *Staff Development Minutes Waiver*. For instance, schools may choose to offer early release, late start, all day staff development, or a combination. However, the total waiver minutes for staff development shall not exceed 2,100 minutes per year.

This waiver is for staff development in place of student instruction; therefore, the waiver minutes are only applicable to staff development provided instead of student instruction during the school year. Effective with the 2018-2019 school year, the *Staff Development Minutes Waiver* may not be used prior to the first day of student instruction or after the last day of student instruction.

On staff development days when students are in attendance part of the day, in order to receive full ADA funding, the district or open-enrollment charter school must provide at least 120 minutes of student instruction. *Instructional* minutes are defined in the SAAH as the portion of the school day in which instruction takes place along with other exceptions. In addition to the 120 minutes of student instruction, any staff development waiver minutes reported must reflect actual staff development minutes provided.

Administrative Consideration:

The waiver proposal was discussed with and supported by DEIC. The DEIC is recommending that PD waiver days be used in conjunction with a staff work day so they will also have planning time on these days. On the recommended days, the PD waiver portion will be 300 minutes with the rest of the day as a work day. The current Academic calendar has been reviewed by administration and the Superintendent to determine the best possible time periods for staff development. The waiver portion of these days will be dedicated to staff development that impacts instruction and safety. Administration will be looking at the following days for consideration for 300 minutes of PD waiver: September 19, 2025, October 31, 2025, December 12, 2025, January 5, 2026, February 20, 2026, March 16, 2026. The following days for consideration as early release days for students with 300 minutes of instruction and 150 minutes of PD waiver: December 18, 2025 and May 28, 2026.

Budgetary Consideration:

None

Supporting Documents:

2025-2026 Draft Instructional Calendar with suggested waiver days

Recommendation:

It is recommended that the Board approve the Staff Development Waiver

Respectfully Submitted by:



Dr. Todd Grandjean
Superintendent of Schools