

### ADD POLICY

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](#).<sup>1</sup>

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<sup>1</sup> Innovation Plan: [http://www.dewisd.net/pdfs/DOI%20Plan%202\\_0-4.pdf](http://www.dewisd.net/pdfs/DOI%20Plan%202_0-4.pdf)

### PROPOSED REVISIONS

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

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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. The Superintendent shall have the authority to permit a certified teacher to teach up to one course outside his or her certified field\(s\). All other teaching assignments shall require certification in accordance with state law. \[See DK\]](#)

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.

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<sup>1</sup> [Innovation Plan: http://www.dewisd.net/pdfs/DOI%20Plan%202017-2020-4.pdf](http://www.dewisd.net/pdfs/DOI%20Plan%202017-2020-4.pdf)

### PROPOSED REVISIONS

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PERSONNEL DUTIES	The Superintendent shall define the qualifications, duties, and responsibilities of all positions and shall ensure that job descriptions are current and accessible to employees and supervisors.
POSTING VACANCIES	The Superintendent or designee shall establish guidelines for advertising employment opportunities and posting notices of vacancies. These guidelines shall advance the Board's commitment to equal opportunity employment and to recruiting well-qualified candidates. Current District employees may apply for any vacancy for which they have appropriate qualifications.
APPLICATIONS	All applicants shall complete the application form supplied by the District. Information on applications shall be confirmed before a contract is offered for a contractual position and before hiring or as soon as possible thereafter for a noncontractual position.  [For information related to the evaluation of criminal history records, see DBAA.]
EMPLOYMENT OF CONTRACTUAL PERSONNEL	The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel.  The Board retains final authority for employment of contractual personnel; however, from June 1 to August 31, the Board delegates to the Superintendent the authority to employ classroom teachers. The Superintendent shall inform the Board of any persons offered a term contract under this authority.  [See DCA, DCB, DCC, and DCE as appropriate]
<a href="#">LENGTH OF CONTRACT</a>	<a href="#">In accordance with the District's innovation plan, the District is exempt from the state law requiring a contract between the District and an educator to be ten months and a minimum of 187 days of service. The required service days for a contract between the District and an educator shall be determined in accordance with the calendar set by the District, as indicated in the employee's contract. The District may reduce the number of days of service, but such a reduction by the District shall not reduce an educator's salary.</a>
EMPLOYMENT OF NONCONTRACTUAL PERSONNEL	The Board delegates to the Superintendent final authority to employ and dismiss noncontractual employees on an at-will basis. [See DCD]

EMPLOYMENT PRACTICES

DC  
(LOCAL)

EMPLOYMENT  
ASSISTANCE  
PROHIBITED

No District employee shall assist another employee of the District or of any school district in obtaining a new job if the employee knows, or has probable cause to believe, that the other employee engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition. [See CJ for prohibitions relating to contractors and agents and DH(EXHIBIT) for the Educators' Code of Ethics.]

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[Innovation Plan: http://www.dewisd.net/pdfs/DOI%20Plan%202020-4.pdf](http://www.dewisd.net/pdfs/DOI%20Plan%202020-4.pdf)

## PROPOSED REVISIONS

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### 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

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.

[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 to assign a certified teacher to teach up to one course outside his or her certified field\(s\). All other teaching assignments shall require certification in accordance with state law. \[See DBA\]](#)

### 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]

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

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ASSIGNMENT AND SCHEDULES

DK  
(LOCAL)

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[i Innovation Plan: http://www.dewisd.net/pdfs/DOI%20Plan%200-4.pdf](http://www.dewisd.net/pdfs/DOI%20Plan%200-4.pdf) |

**PROPOSED REVISIONS**

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SCHOOL CALENDAR

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

[SCHOOL START AND END DATES](#)

[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 and ending before May 15th. Instruction for students shall begin no earlier than the third Monday in August and shall end at a date that allows for at least 75,600 minutes of instruction per year.](#)

SCHOOL CLOSURE

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

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<sup>i</sup> Innovation Plan: <http://www.dewisd.net/pdfs/DOI%20Plan%202017-18.pdf>

## PROPOSED REVISIONS

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### MINUTES OF INSTRUCTION

In accordance with the District's innovation plan, the District is exempt from state laws requiring an instructional day to consist of seven hours or 420 minutes.

The Board-adopted school calendar shall provide 75,600 instructional minutes in accordance with state law.

### LOSS OF CLASS TIME

The District shall not remove a student from a regularly scheduled class for tutoring or test preparation for more than ten percent of the school days on which the class is offered without a parent's written consent.

### INTERRUPTIONS

The District shall limit nonacademic activities that interrupt and distract from the academic process and shall enforce the following restrictions:

1. Announcements, other than emergency announcements, shall be made over the public address system only once during the school day.
2. Selling or solicitation shall not be permitted during class time. [For fundraising activities, see FJ]

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<sup>i</sup> Innovation Plan: <http://www.dewisd.net/pdfs/DOI%20Plan%202017-2018-0-4.pdf>