

Mumford Independent School District

9755 FM 50

Mumford, Texas 77807-1439

(979) 279-3678 – Phone (979) 279-5044

Anthony Scamardo
President

Pete J. Bienski, Jr.
Superintendent

Gathan Reistino
Secretary

Term of Plan: 5 Years

Plan applies to: Entire District

Campus (list) _____

Other (please describe) _____

Chapter 11 – School Districts

Subchapter D. Powers and Duties of Board of Trustees of Independent School Districts

§11.1511 (b)(5), (14) Specific Powers and Duties of Board

§11.162 School Uniforms

Subchapter F. District-Level and Site Based Decision-Making

§11.251 Planning and Decision-Making Process

§11.252 District-Level Planning and Decision-Making

§11.253 Campus Planning and Site-Based Decision-Making

§11.255 Dropout Prevention Review

Chapter 21 – Educators

Subchapter A – General Provisions

§21.002 Teacher Employment Contracts

§21.003 Certification Required

§21.0031 Failure to Obtain Certification; Contract Void

Subchapter B – Certification of Educators

§21.051 Rules Regarding Field-Based Experience and Options for Field Experience and Internships.

§21.053 Presentation and Recording of Certificates

§21.057 Parental Notification

Subchapter C – Probationary Contracts

Subchapter D – Continuing Contracts

Subchapter E – Term Contracts

Subchapter H – Appraisals and Incentives

§21.352 Local Role

§21.353 Appraisal on Basis of Classroom Teaching Performance

§21.354 Appraisal of Certain Administrators

§21.3541 Appraisal and Professional Development System for Principals

Subchapter I – Duties and Benefits

§21.401 Minimum Service Required

§21.402 Minimum Salary Schedule for Certain Professional Staff

§21.4021 Furloughs

- §21.4022 Required Process for Development of Furlough Program or Other Salary Reduction Proposal
 - §21.403 Placement on Minimum Salary Schedule
 - §21.4031 Professional Staff Service Records
 - §21.4032 Reductions in Salaries of Classroom Teachers and Administrators
 - §21.404 Planning and Preparation Time
 - §21.405 Duty-Free Lunch
 - §21.406 Denial of Compensation Based On Absence for Religious Observance Prohibited
 - §21.407 Requiring or Coercing Teachers to Join Groups, Clubs, Committees, or Organizations: Political Affairs
 - §21.408 Right To Join or Not To Join Professional Association
 - §21.409 Leave Of Absence for Temporary Disability
 - §21.415 Employment Contracts
- Subchapter J – Staff Development**
- §21.451 Staff Development Requirements
 - §21.452 Developmental Leaves of Absence
 - §21.458 Mentors

Chapter 22 – School District Employees and Volunteers

Subchapter A – Rights, Duties, and Benefits

- §22.001 Salary Deductions for Professional Dues
- §22.002 Assignment, Transfer, or Pledge of Compensation
- §22.003 Minimum Personal Leave Program
- §22.006 Discrimination Based on Jury Service Prohibited
- §22.007 Incentives for Early Retirement
- §22.011 Requiring or Coercing Employees to Make Charitable Contributions

Chapter 25 – Admission, Transfer, and Attendance

Subchapter C – Operation of Schools and School Attendance

- §25.0811 First Day of Instruction
- §25.0812 Last Day of School
- §25.083 School Day Interruptions
- §25.092 Minimum Attendance for Class Credit or Final Grade

Subchapter D – Student/Teacher Ratios; Class Size

- §25.111 Student/Teacher Ratios
- §25.112 Class Size
- §25.113 Notice of Class Size
- §25.114 Student/Teacher Ratios in Physical Education Classes; Class Size

Chapter 37 – Discipline; Law and Order

Subchapter A – Alternative Setting for Behavior Management

- §37.0012 Designation of Campus Behavior Coordinator
- §37.002 Removal by Teacher

Chapter 44 –Fiscal Management

Subchapter B – Purchases; Contracts

- §44.031 Purchasing Contracts
- §44.0331 Management Fees Under Certain Cooperative Purchasing Contracts
- §44.0352 Competitive Sealed Proposals
- §44.042 Preference to Texas and United States Products
- §44.043 Right To Work
- §44.047 Purchase or Lease of Automated External Defibrillator

Subchapter Z – Miscellaneous Provisions

- §44.901 Energy Savings Performance Contracts
- §44.902 Long-Range Energy Plan to Reduce Consumption of Electric Energy
- §44.903 Energy-Efficient Light Bulbs in Instructional Facilities
- §44.908 Expenditure of Local Funds

Chapter 45 – School District Funds

Subchapter G – School District Depositories

- §45.205 Term of Contract
- §45.206 Bid Or Request for Proposal Notices; Bid and Proposal Forms
- §45.207 Award of Contract
- §45.208 Depository Contract; Bond
- §45.209 Investment of District Funds

Other

Please list any additional exemption required for your Innovation District Plan:

Chapter 21 – Educators

**Subchapter C- Probationary Contracts
21.102 Probationary Contract**

Chapter 25 – Admission, Transfer, and Attendance

**Subchapter B – Assignments and Transfers
25.036 Transfer of Student**

Mumford ISD
District of Innovation Plan (HB 1842)
2017-2018

The 84th Legislative Session passed House Bill 1842, allowing Texas public school districts to become Districts of Innovation and thus permitting exemption from certain provisions of the Texas Education Code and have more local control in certain areas. We feel this is a great opportunity for our local district to tailor plans based on the needs of our students and community. This plan will be in effect for the 2017-2018 school year through the 2021-2022 school year. This plan may be amended at any time by the committee with approval of the Board of Trustees.

DISTRICT INNOVATION TEAM

- | | |
|-------------------------|------------------|
| 1. Pete J. Bienski, Jr. | Superintendent |
| 2. Melissa McDonough | Dean of Students |
| 3. Blayne Davis | Asst. Principal |
| 4. Barbara Brannon | Adm. Assistant |
| 5. Luanne Lockhart | Business Office |
| 6. Tammy Baker | Parent |

I. INNOVATIONS

The District proposes flexibility in the following areas:

A. Certification Required (TEC 21.003) (DBA Legal) (DBA Local)

TEC 21.003 states that "a person may not be employed as a teacher, teacher intern, or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter b." The current certification requirements inhibit the District from hiring professionals with industry experience to teach Career and Technology Education (CATE) and Science, Technology, Engineering, Arts, and Mathematics (STEAM) and foreign language courses. In order to provide more students the opportunity to take such courses and obtain possible professional certifications, the District seeks to establish its own local qualification requirements for such courses in lieu of the requirements set forth in law. The District does not wish to be exempted from any existing laws relating to teacher contracts or teacher benefits. Flexibility to establish its own teacher certification requirements affords the District the following advantages:

- Industry certified and/or trade professionals to teach specialized certification courses
- Greater number of CATE courses offerings resulting in more opportunity for students
- Realistic requirements for professionals transitioning from industry to teaching
- Ability to employ part-time professionals to teach specialty courses
- Allow the school district to utilize technology to implement on-line courses (CTE, foreign languages, general courses)

B. Uniform School Calendar (TEC 25.0811) (TEC 25.0812) (EB Legal) (EB Local)

Texas Education Code Section 25.0811 states that a school district may not begin instruction before the fourth Monday in August. Texas Education Code Section 25.0812 states that a school district may not schedule the last day of school before May 15.

Local control of the instructional calendar affords the District the following advantages:

- Elimination of imbalanced 6 weeks and semester schedules while still ending the first semester prior to the holiday break.
- Alignment of calendar with Advanced Placement Exams and STAAR/EOC timelines
- Ensure hour/seat time requirements are met for Certification courses.

C. Class Size Ratio (TEC 25.111) (TEC 25.112) (EEB Legal)

Texas Education Code 25.111 states that each school district must employ a sufficient number of teachers certified under Subchapter B, Chapter 21, to maintain an average ration of not less than one teacher for each 20 students in average daily attendance. Texas Education Code 25.112 states that a school district may not enroll more than 22 students in kindergarten, first, second, third, or fourth grade class. The District seeks to establish its own local ratio requirements and provides the following advantages:

- More flexibility when teaching
- Creative ways of delivering instruction
- Ability to manage increases in class sizes

D. Teacher Contracts (TEC 21.102 DCA Legal)

A probationary contract may not exceed one year for new teachers to our district who have been employed as a teacher in public education for at least five of the eight years preceding employment by the district. Under this circumstance, the district must either give the teacher a term contract or terminate their contract after their first year in the district. The District would like to have the ability to renew the probationary contract two additional one-year periods, for a maximum of three school years, for all teachers that are new to the district who have been employed as a teacher in public education for at least five of eight years preceding employment by the District.

AMENDED INNOVATION PLAN (AUGUST 9, 2017)

E. Inter-District Transfers (25.036)

Under Texas Education Code TEC 25.036 a district may choose to accept, as transfers, students who are not entitled to enroll in the district. A transfer is interpreted to be for a period of one school year. The District is seeking to eliminate the provision of a one year commitment in accepting inter-district transfer applicants. Nonresident students who have been accepted as inter-district transfers may have such transfer status revoked by the Superintendent at any time during the year.

II. IMPLEMENTATION

This Innovation Plan is designed to create parameters within which the District will operate, in order to provide additional student opportunities. Specific implementation plans will be developed by the appropriate campuses and principals. Adjustments to Board Policy will be researched and adopted where appropriate.