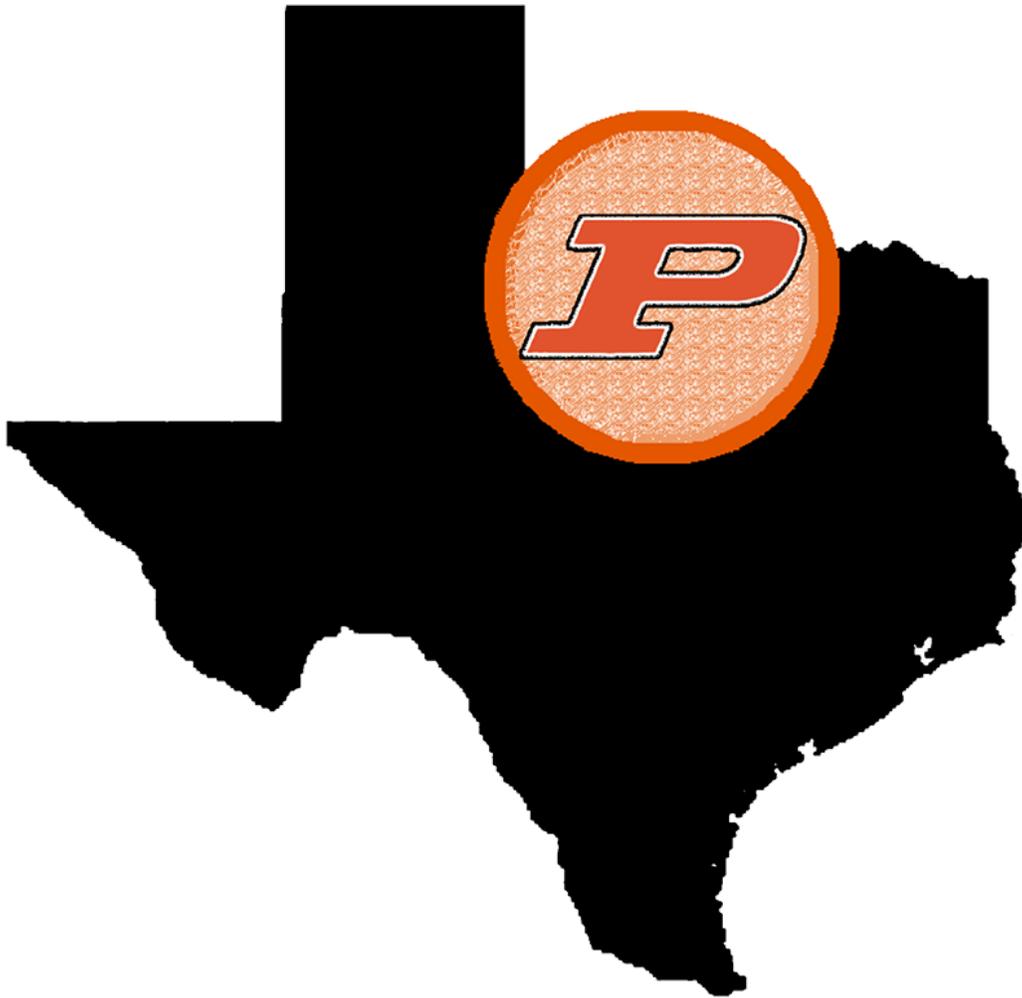


Petrolia C.I.S.D.



District of Innovation Plan

Nondiscrimination

Petrolia C.I.S.D. does not discriminate on the basis of race religion, color, national origin, economic status, sex, or disability in providing educational services, activities and programs, including vocational programs in accordance with the Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and Section of the Rehabilitation Act of of 1973, as amended.

This is a draft plan for Petrolia C.I.S.D. The plan was developed by the appointed committee on 01/08/2018.

Introduction

The District of Innovation concept, passed by the 84th Legislative Session in House Bill 1842, gives traditional independent school districts most of the flexibilities available to Texas' open-enrollment charter schools.

Potential benefits of becoming a District of Innovation include:

- **Local Control:** Districts determine which flexibilities, after careful consideration and discussion, best suits their local needs.
- **Customization:** Districts can create an innovation plan that best meets the needs of their students, parents, campuses and district.
- **Autonomy:** Districts must submit a district of innovation plan to the commissioner of education, but approval is not required.
- **Flexibility:** Districts will have the flexibility to implement practices similar to charter schools, including exemptions from mandates such as:
 - Contract Days
 - First Day of Instruction
 - Probationary Contracts
 - Teacher Certifications
 - Designation of Campus Behavior Coordinator
 - Long Range Energy Plan
 - Minimum Minutes of Instruction and Length of School Days
 - Exemption from Future TEC mandates
 - School District Depository Contract

The Petrolia Consolidated Independent School District has determined that this level of local control would add flexibility and engage our district to think and act in a manner that provides our students, parents, and staff avenues to enriching the learning and teaching environment.

Term

Petrolia C.I.S.D.'s Innovation Plan will begin with the 2018-2019 school year and conclude at the end of the 2022-2023 school year unless the plan is terminated or amended by the Petrolia C.I.S.D. School Board in accordance with HB 1842.

District of Innovation Committee Members:

1. David Hedges, Superintendent
2. Theresa Harrison, Business Manager
3. Laura McDonald, Director of Student Services
4. Skyla Barger, Food Services Manager
5. Travis Barnes, Elementary Principal
6. Clint Perkins, Secondary Principal
7. Jesse House, Athletic Director
8. Melinda Kleckner, District Counselor/Testing Coordinator
9. Josh Cox, CTE Representative
10. Kallie McCord, Elementary Teacher
11. Greg Marek, Secondary Teacher/Parent
12. Kimberli Prewitt, Secondary Teacher/Parent
13. Buddy Alexander, Community Representative
14. Aaron Mahurin, Business Representative/Parent
15. Leslie Thompson, Business Representative/Parent
16. Macy Shoemaker, Parent
17. Jim Weaver, District Security
18. Kirk Horton, Law Enforcement Representative/Parent

Timeline

Timeline	Activity/Task
December 18, 2017	Board of Trustees passed a Resolution to initiate District of Innovation Plan
December 18, 2017	Board of Trustees held public meeting, approved a motion to pursue a local “District of Innovation plan and appointed District of Innovation Planning Committee to draft plan
December 19 2017	Proposed DOI sent to the Commissioner of Education for review
January 10, 2018 - 6:30 p.m.	Planning meeting to develop the DRAFT District of Innovation Plan - Met @ HS Library
January Board Meeting - January 25, 2018	Draft is reviewed by the board
January 26, 2018 - Posted & Letter sent home	Post District of Innovation Plan to PCISD website; Letter to notify parents the DOI plan was available for viewing on the District’s Website
March 5, 2018 - 6:30 p.m.	DOI Committee met to consider suggestions, changes and finalize the plan
April 23, 2018	Board of Trustees vote to approve District of Innovation Plan and designate the Superintendent to submit to the Commissioner
April 24, 2018	Update all policy changes with TASB if necessary. District of Innovation plan submitted to the Commissioner of Education

Innovations

First Day of Instruction - TEC §25.0811 (EB Legal): A school district may not begin instruction for students for a school year before the fourth Monday in August.

Innovation Strategies:

- Petrolia C.I.S.D. would like to locally determine the school start date. This flexibility would allow the district to determine, on an annual basis, what start date best meets the needs of the students.
- Starting earlier will help to balance the number of days in each semester.
- The balanced semesters will align with college semesters, allowing more opportunities for dual credit and summer school.

Teacher Certification TEC 21.003 (DK Legal & Local) requires that a person may not be employed as a teacher by a district unless the person holds an appropriate certification or permit issued by the appropriate state agency.

Innovation Strategies:

- Recruit teachers from the field, including individuals from certain trades and/or vocations with industry knowledge and real world experience.
- Allow consideration of part time professionals to teach courses - specifically trade related professionals the ability to teach related courses.
- The superintendent will determine whether it is in the best interest of the district to certify the individual. The superintendent will notify the school board.
- All Classes with a state test will require a teacher with a Texas Teaching Certification.
- Allow experienced teachers to pick up an elective in an area they are qualified to teach. The principal may submit a request to the superintendent for local certification that will allow a certified teacher to teach one subject in a related field for which he/she is not certified.
- Petrolia CISD will exhaust all means to hire a certified teacher first.

Teacher Instructional Assignment Statutory Citation - (TEC §21.003,) Petrolia CISD will be exempt from the requirements which limit the district's ability to assign staff to meet local needs. Current requirements sometimes limit the ability of PCISD to staff hard-to-fill positions. While PCISD will continue to seek and employ fully certified teachers, exemptions from these requirements will allow the district to meet its staffing needs.

Innovation Strategies:

- Allow an elementary certified teacher with expertise in early grades (ie. 1st/2nd grade) to teach kindergarten.
- Allow a teacher certified to teach through 6th grade to teach courses in grades seven and/or eight.
- Allow a teacher certified to teach elementary reading to be the reading teacher of record for middle and/or high school students.
- Allow a teacher certified in middle school and/or high school mathematics to teach elementary grades such as fourth and/or fifth.
- Allow a teacher to teach one or two classes out of their certified field in an area or areas that the teacher has college coursework and/or expertise.
- Allow for greater flexibility in determining appropriate CTE experience in order to teach a CTE course. These exemptions will allow the District to be innovative as educators and offer courses and class sizes previously impossible to have contemplated. This kind of flexibility will allow the District to move our

personnel to places where their greatest talents and passions may be, regardless of where there certification might be limiting them, and in turn, they may take our students to greater and higher achievements.

Probationary Contracts - (§21.102) (DCA Legal) For experienced teachers new to the district, the probationary period may not exceed one year if the person has been employed as a teacher in public education for at least five of the previous eight years. A one year probationary period is not a sufficient amount of time to evaluate the teacher's effectiveness in the classroom. Currently, contracts for employees occur in March or April which demands that employment decisions be made with very little time for evaluating teacher effectiveness as well as prior to state assessment results.

Innovation Strategies:

- Experienced teachers, counselors, administrators, or nurses new to the district that have been employed as a teacher in public education for at least five of the eight previous years, a probationary contract may be issued for up to two years from the first day of employment.

Kindergarten-Grade 4 Class Size (TEC §25.112a-g)(TEC §25.113a-b) (EEB Legal) Currently, districts are required to maintain a class size of 22 students or less for Kindergarten - 4th Grade classes. When any class exceeds this limit, the district must complete and file a waiver with the Texas Education Agency. The district is also required to notify parents of waivers or exceptions to class size limits. The proposal would look to keep class sizes below 22:1 but would streamline processes for when a specific class went over 22 by 1 or 2 students.

Innovation Strategies:

- The goal of Petrolia C.I.S.D. will be to limit class size to the extent possible, meeting the required limits prior to the beginning of the school year. In the event that any class size exceeds this ratio during the school year, the superintendent and campus administration will determine whether to add another teacher.

Teacher Contract Days (DCB Legal, DCB Local)(TEC§21.401) TEC Code Requiring Exemption: current education law in Chapter 21 defines a teacher contract as a 10 month contract equivalent to 187 days.

Innovation Strategies:

- Contract days will not exceed 187 or fall below 182.
- Reduce teacher contract days from 187 to a decreased length with no effect on teacher salaries. This would be an attempt to better align the teacher days to the 75,600 minutes required of students - increasing the daily rate the district pays teachers - enhance teacher recruitment and improve teacher morale.
- Petrolia C.I.S.D. will present a recommendation to the School Board regarding the number of contract days as a part of the total compensation and benefits program.
- In the event that the legislators or TEA eliminate/stricken the District of Innovation Plan guidelines, Petrolia C.I.S.D. would possibly need to return to the 187 day teacher contract with no additional pay.

Transfer Students Currently Under Texas Education Code §25.001, a district may choose to accept, as transfers, students who are not entitled to enroll in the district. Under TEC §25.036, a transfer is interpreted to be for a period of one school year.

Innovation Strategies:

Petrolia C.I.S.D. maintains a transfer policy under FDA (LOCAL) requiring nonresident students wishing to transfer to file a transfer application each school year. In approving transfer requests, the availability of space and instructional staff, availability of programs and services, the student's disciplinary history

records, work habits, and attendance records are also evaluated. Transfer students are expected to follow the attendance requirements and the rules and regulations of the District. TEC §25.036 has been interpreted to establish the acceptance of a transfer as a one year commitment by the District. The District is seeking to eliminate the provision of a one year commitment (TEC §25.036) in accepting transfer applications for the following circumstances:

- Student behavior warrants suspension (in or out of school), placement in a disciplinary alternative program, or expulsion; unacceptable academic performance; student attendance falls below the TEA truancy standard.

Minimum Minutes of Instruction Currently Both Texas Education Codes §25.081 and §25.082 address the length of the instructional day by limiting it to “420 minutes of instruction” or “seven hours each day including intermissions and recesses”, totaling 75,600 minutes for the year.

Innovation Strategies:

An exemption from setting a time requirement on the length of the school day would provide the district with greater flexibility to utilize more than the maximum 6 waiver days that are currently allowed to reduce the length of certain school days. With this flexibility, the district could create a schedule that allows for staff development, early release, late arrival, and/or alter the schedule when it would be beneficial for students, parents, or local stakeholders without the fear of diminishing state funding or becoming out of compliance. The district will not have less than 75,600 minutes of instruction.

- **Staff Development** - The school district will utilize half days or partial days on occasions for opportunities to conduct staff development
- **Alter schedule for students, parents, or local events** - On occasion, the district may have early release or late arrivals for events that are scheduled on the school calendar. Early releases would be used for Semester exam schedules, hosting large events/competitions, homecoming parade, Countywide Pioneer Reunion, county stock show, and/or additional travel time before major holidays.
- **Early Release/Late Arrival** - There are on occasion, situations that arise that the district would need to utilize an early release or late arrival that are not placed on the school calendar. Late arrivals would be utilized for bad weather events, or research may indicate, innovative ways to allow students additional sleep after late night events. Early releases for additional travel time for students and parents for playoff games, or when other unexpected circumstances or tragedies occur.
 - a) In all situations, communication with parents will be a priority and accommodations will be made for all students.

Designation of Campus Behavior Coordinator TEC §37.0012 requires the designation of a Campus Behavior Coordinator on each campus. This person is responsible for maintaining student discipline and implementation of Chapter 37, Subchapter A.

Innovation Strategies:

Petrolia C.I.S.D. would like to abstain from the state requirement that each school have a designated campus behavior coordinator. This will free the district from this particular legislative requirement that was put into place as a solution to a non-existent problem at Petrolia C.I.S.D. Campus principal and administration already serve in this capacity according to their job descriptions.

Long Range Energy Plan (TEC §44.902) – The board of trustees of a school district shall establish a long-range energy plan to reduce the district’s annual electrical consumption by five percent beginning with the 2008 state fiscal year and consume electricity in subsequent fiscal years in accordance with the district’s energy plan.

Innovation Strategy:

This exemption will allow Petrolia C.I.S.D. to avoid unnecessary redundancies. Petrolia C.I.S.D. is currently in a contract with an energy optimization business with a goal of reducing our electrical energy consumption by an average of 25-32% each year and training employees of the district to maintain these savings after the contract term ends.

School District Depository Contract - (TEC §45.205) - It is mandated that depository bank contracts not exceed a two-year term. This section provides school districts the authority to extend a depository contract for two additional two-year terms.

Innovation Strategy:

In such a small community with limited bank availability, the current statute requiring a Request for Proposal (RFP) promotes disruption to district operations and increases the administrative burden.

1. Petrolia CISD will only send depository services out to bid if the district determines contract pricing becomes uncompetitive or there is some operational or financial reason to send the district's banking services out for bid.
2. Relief from TEC §45.205 allows the district to ensure that its resources are concentrated on student achievement and that campus operations are not disrupted.
3. Texas Education Agency Forms will be altered to meet the needs of the PCISD.

Minimum Attendance for Class Credit or Final Grade - (TEC §25.092) - It states that a student in any grade level from kindergarten through grade 12 may not be given credit or a final grade for a class unless the student is in attendance for at least 90 percent of the days the class is offered.

Innovation Strategy:

To best serve the students of Petrolia CISD, the committee believes that exempting from the minimum attendance requirement would allow our students the opportunity to participate in a broader range of extracurricular and co-curricular activities, which would enhance their educational experiences without penalty and would allow flexibility in case of extenuating circumstances. Petrolia CISD believes 90% is an arbitrary percentage emphasizing "seat time" over content mastery. By claiming exemption from Section §25.092, the district can abstain from penalizing students who miss class time due to participation in extracurricular and co-curricular activities including but not limited to 4-H, academic activities, other activities, or for extenuating circumstances.

The proposal benefits our students by enabling the District to accommodate students with legitimate scheduling conflicts while reducing dropouts and increasing the number of qualifying graduates. All absences, including extenuating circumstances, will be reviewed and approved on an individual basis by the attendance committee and campus administrator. Approval must be given before the absence once the student reaches the 90% threshold. Note that relief from section 25.092 does not in anyway impact or alter existing compulsory attendance requirements or University Interscholastic League (UIL) rules. Furthermore, in no way does this exemption limit a teacher's right to determine the finality of a grade in accordance with Texas education code section 28.214 nor does it restrict or alter a teacher's right to assign grades in accordance with the Texas Education Code Section 28.216. Regardless of whether any adjustments or changes are made to the minimum attendance for class credit or final grade laws, Petrolia CISD believes this issue to be a local decision as opposed to a state mandate.

Disciplinary Alternative Education Programs/Suspension Exemption - (TEC §37.008) - Currently each school district shall provide a disciplinary alternative education program that:

1. is provided in a setting other than a student's regular classroom;
2. is located on or off of a regular school campus;
3. provides for the students who are assigned to the disciplinary alternative education program to be separated from students who are not assigned to the program;
4. focuses on English language arts, mathematics, science, history, and self-discipline;
5. provides for students' educational and behavioral needs;
6. provides supervision and counseling;
7. employs only teachers who meet all certification requirements established under Subchapter B, Chapter 21; and
8. provides not less than the minimum amount of instructional time per day required by Section 25.082(a). §37.005, §37.006, This does not include §37.006 (l).

Innovation Strategies: Students placed in DAEP can be housed and educated in the same area as students placed in In-School Suspension (ISS) on grade levels K-12.

Allow Petrolia CISD to take a common sense approach and better utilize staff to effectively run the DAEP program. This exemption would allow us to utilize non-certified staff in ISS and DAEP part of the day and certified staff during a portion of the day.

Teacher and Principal Evaluation (DNA LEGAL, DNA LOCAL) (TEC §21.203) (TEC §21.352) (TEC §21.3541) The state of Texas previously used the Professional Development and Appraisal System (PDAS) teacher appraisal system since 1997. The state issued a new teacher appraisal system for 2016-2017, that is called the Texas Teacher Evaluation and Support System (T-TESS).

Innovation Strategy: A committee of administrators and teachers would have the option to develop a teacher evaluation system that would be a combination of PDAS, T-TESS, and other best practices to develop a local instrument and/or process that fits the needs and goals of PCISD.

- a. Petrolia CISD will utilize a locally developed teacher and principal evaluation tool.
- b. This instrument will be developed with input from administration, campus administration, and teachers. It will use staff input, PDAS, T-TESS, T-PESS, and any other relevant best practice.
- c. All teachers will have an annual summative conference to discuss the year and to set classroom goals and a staff development plan.
- d. Principals will continue to be evaluated annually on a locally developed plan.
- e. These locally developed plans should reflect the strengths, areas of concern, and goals for Petrolia CISD.

School Health Advisory Council Statutory Citation: - (TEC 28.004, BDF Legal) Petrolia CISD will be exempt from the requirement to hold a minimum of four meetings per year. The PCISD SHAC committee shall meet at least once per year. The district's size and the stability of the membership of the SHAC committee ensures that committee members are aware of the needs of the district's students and are often able to review, advise, and revise plans in fewer than four meetings. The PCISD Board of Trustees and the members of the SHAC committee should determine how often the committee should meet.

School Day Interruptions - (TEC § 25.083((EC Local) SCHOOL DAY INTERRUPTIONS: (a) The board of trustees of each school district shall adopt and strictly enforce a policy limiting interruptions of classes during the school day for non academic activities such as announcements to once during the school day except in case of an emergency.

Innovation Strategy:

PCISD would like to have the freedom to make announcements as needed during picture days and other days that are not routine for greater efficiency.

Absences for College Visits - (TEC § 25.087)(FEA(Local)) - A school district may excuse a student from attending school to visit an institution of higher education accredited by a generally recognized accrediting organization during the student's junior and senior years of high school for the purpose of determining the student's interest in attending the institution of higher education, provided that:

- 1) The district may not excuse for this purpose more than two days during the student's junior year and two days during the student's senior year; and
- 2) The district adopts:
 - A. a policy to determine when an absence will be excused for this purpose; and
 - B. a procedure to verify the student's visit at the institution of higher education.

Innovation Strategy:

Currently students are only allowed to have two excused school days to visit institutions of higher education, also referred to as College Days. In some cases, where students are visiting colleges out-of-state, students need more than the two days that are currently allowed to safely visit an institution they are interested in attending or doing comparative visits to multiple colleges. PCISD will be exempt from the two-day excused absence limit for students visiting institutions of higher education. Students would be allowed more than the current two-day excused absence limit. Each situation would be evaluated by the High School Counselor and the High School Principal. The HS Principal will make the final decision.

Planning and Preparation Time – (TEC § 21.404)(DL(LLEGAL)) Current Law Each classroom teacher is entitled to at least 450 minutes within each two-week period for instructional preparation, including parent-teacher conferences, evaluating students' work, and planning. A planning and preparation period under this section may not be less than 45 minutes within the instructional day. During a planning and preparation period, a classroom teacher may not be required to participate in any other activity.

Innovation Strategy:

This Plan will exempt the District from the requirement to provide the planning and preparation time mandated by section 21.404 of the Texas Education Code. This will give the District the flexibility as to when and how it provides planning and preparation time to its teachers. It is necessary for teachers to use planning time to discuss student needs across content areas, student interventions, and instructional strategies needed for student academic growth. A collaborative time is needed to review data from universal screener with a collaborative team with like planning times. This will allow the data to be used in the most advantageous way to promote student growth.

Flexibility in planning and preparation time helps in creating schedules where teachers can reach more students and have more planning time on teacher teams. All teachers will have planning and preparation time each week, but this Plan will provide the District with additional flexibility in this area.

These planning events will be on an as needed basis, but the District will strive to require no more than one such planning event per week.

Professional Development (TEC §11.253, §21.404, §21.451, §21.4513, and §21.458)

State law currently requires a specified number of minutes for teacher's planning and preparation time, oversight by the campus-level committee established under §11.253, as well as only allows districts to assign mentors to teachers with less than two years of teaching experience.

Innovation Strategy: It is necessary local districts have the flexibility to schedule weekly, and/or bi-weekly instructional meetings during the workday without compromising instructional time. In addition, eliminating the oversight provisions in §11.253 will allow for flexible, responsive staff development activities without having to first be approved by a committee which reduces the time teachers must take from their time to attend such meetings.

Providing mentors to teachers in need should be a local choice and should be available for any teacher regardless of their years of service.

Exemptions from Future Texas Education Code (TEC) Mandates – Petrolia C.I.S.D., in order to best serve our students, parents, staff, and community, includes this provision in our District of Innovation Plan to maintain control over any future eligible Texas Education Code (TEC) mandates. These may be exempted by a unanimous vote of the Petrolia C.I.S.D. Board of Trustees.

This plan reflects: The work of the District Innovation Committee and the following advantages that could result from the exemptions sought:

- Hiring the best teachers / staff available
- Providing greater flexibility in assigning teachers in hard-to-fill areas.
- Providing greater flexibility in ensuring new teachers will be effective in the classroom.
- Providing greater flexibility over the school calendar ensuring that it reflects the preferences of the local committee and the Board of Trustees.
- Eliminating state reporting that takes time but delivers no advantage to the district.
- Eliminating unnecessary local notices that take time but deliver no advantage to the district.
- Providing greater flexibility in meeting the requirements of mandated committees.
- Eliminating redundant requirements.
- Improving teacher morale by eliminating bureaucratic rules.
- Streamlining processes to allow local planning efforts take precedence over state compliance activities, eliminating hours of work that could be better spent on the needs of the district's students.



Petrolia Consolidated Independent School District

David Hedges
Superintendent

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December 19, 2017

To: Commissioner Morath
From: David Hedges,
Superintendent
Re: Petrolia C.I.S.D. District of Innovation Plan

Commissioner Morath,

I am writing to inform you that the Petrolia C.I.S.D. Board of Trustees met on December 18, 2017 and adopted a Resolution to Consider Designation as a District of Innovation. A public hearing was held on December 18, 2017 followed by the Board of Trustees voting unanimously to pursue a local District of Innovation Plan as well as appointing a District of Innovation Planning Committee.

The committee will convene in January, 2018 to start the planning phase of the D.O.I. Once the committee has drafted a plan and the Board of Trustees have reviewed the plan, we will post the draft on our website for 30 days as well as sending a notification to each household of the D.O.I. draft. We will welcome suggestions and comments. The committee will reconvene after the 30 days to consider suggestions and comments from the stakeholders and formalize a final draft for Board approval. Once the plan has been Board approved with a 2/3 vote, I will notify you of the adoption and a copy of the plan.

Thank you,

David Hedges

Figure: 19 TAC §102.1307(d)

Innovation District

Please submit, on district letterhead, a letter to the commissioner of education stating the date that the board of trustees adopted a resolution to develop a local innovation plan for the designation of the district as an Innovation District.

A local innovation plan must be developed for a school district before the district may be designated as an Innovation District. A local plan must provide for a comprehensive educational program for the district, which may include:

- 1) Innovative Curriculum
- 2) Instructional Methods
- 3) Community Participation
- 4) Governance of Campuses
- 5) Parental Involvement
- 6) Modifications to the school day or year
- 7) Provisions regarding the district budget and sustainable program funding
- 8) Accountability and assessment measures that exceed the requirements of state and federal law; and
- 9) Any other innovations prescribed by the board of trustees.

A local innovation plan must identify requirements imposed by the Education Code that inhibit the goals of the plan from which the district should be exempted on adoption of the plan. The local innovation plan should specify the manner in which a particular statute inhibits one or more goals of the plan. Please use the form below to check the statutes specifically identified in your district's local innovation plan as inhibiting a goal of the plan. Checking a specific statute does not necessarily indicate eligibility for an exemption from all subsections of the statute. The local innovation plan controls with regard to the specific exemptions adopted by a district. The form below provides a reporting mechanism to fulfill the reporting requirements of the statute. Entire sections of code may not be eligible for exemption and each district should consult its legal counsel in developing its innovation plan.

Exemptions claimed for an Innovation District apply only to the specific provision of the Texas Education Code (TEC) cited, which may or may not be governed by a separate legal requirement. The exemption does not relieve the district of any requirement imposed by other state or federal law or a duty imposed under federal regulation, grant compliance, agency rule applicable to a charter school or a local legal requirement. Each district should consult its legal counsel to ensure adoption of necessary local policies to ensure compliance with all applicable legal requirements.

Please note that this is not an exhaustive list of exemptions.

Term of Plan: _____

- 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: