



Hedley ISD Mission Statement

To provide a safe and exciting learning environment which instills confidence and self-motivation where students, teachers, parents, and community work together to educate students.

In a way that:

- All students will achieve their full educational and social potential.
- Provides a well-balanced and appropriate curriculum for all students.
- Maintains effective and qualified personnel.
- Will encourage parents to be supportive and active in the education of their children.

So that the educational experience provides the opportunity for success and enables them to take control of their lives and be productive citizens.

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Introduction

House Bill 1842, passed the 84th Texas Legislature, during Regular Session 2015, permits eligible Texas public school districts to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code. In accordance with 19 TAC § 102.1303 The adoption of this District of Innovation plan seeks to increase local control over District operations and to support innovation and local initiatives to improve educational outcomes for the benefit of students and the community.

The District is not exempt from statutes including curriculum, graduation requirements, and academic and financial accountability.

LOCAL GUIDELINES

The District of Innovation Committee created this plan to provide the increased flexibility needed to enact the District Improvement Plan. Careful consideration was given to the selection of the exemptions contained within this plan. All were chosen to provide opportunities for Hedley ISD to personalize and enhance learning for students.

This plan is specific to the exemptions as outlined. The district intends to follow the Texas Education Code (TEC) in all other areas. Any revisions or changes to the innovation plan that may arise will be brought before the District of Innovation Committee to explore the request. If the committee determines that a revision is needed, the innovation plan will then be taken back to the School Board for approval with the revisions.

Under HB 1842, districts may identify certain requirements imposed by the Texas Education Code (TEC) “that inhibit the goals of the plan and from which the district should be exempted on adoption of the plan...” The District Improvement Plan calls for innovative practices and opportunities for our students, and therefore Hedley ISD seeks exemption from the following permissible provisions of the TEC as allowed in the statute:

- Site Based Decision Making Committee
- School Health Advisory Committee
- Inter-District Transfers
- Teacher Certification
- Uniform School Start Date
- Minimum Minutes of Instruction & Length of School Day
- Contract Service Days
- Teacher Appraisal System
- Disciplinary Alternative Education Programs
- Probationary Contracts
- Mentors
- 90% Attendance Rule
- Depository Contracts
- Alternative Group Coverage Program (Added and Approved June 8, 2020)

TIMELINE

Administrators meet to discuss the possibility of becoming a District of Innovation.	Tuesday 10/25/2016
Public Hearing to discuss the possibility of becoming a District of Innovation.	Monday 11/14/2016
Resolution passed by the board for the administration to begin work on the process of Hedley ISD becoming a district of innovation.	Monday 11/14/2016
School wide faculty meeting to discuss the options of become a District of Innovation.	Thursday 11/17/2016
Meeting with faculty members that are interested in being on the District of Innovation committee.	Monday 12/5/2016
Preliminary plan developed and approved by committee.	Monday 12/5/2016
School board approved the committee members for the District of Innovation committee in a Public Hearing.	Thursday 12/15/2016
DOI plan posted on the district's website.	Thursday 12/15/2016
Board Action to Notify TEA Commissioner of Board vote	Friday 12/17/2016
Committee meet to discuss the district of Innovation plan.	Wednesday 1/3/2017
Public hearing to discuss the schools plan for District of Innovation. District of Innovation committee voted unanimously to approve the plan.	Tuesday 1/10/2017
School board held public hearing for District of Innovation plan. After the public hearing the school board approved the district of innovation plan. (6-0)	Monday 1/16/2017
Notification of Approval to TEA Commissioner	Tuesday 1/17/2017
Plan Effective	Tuesday 1/17/2017

TERM

The term of this Plan is for five years, beginning January 17, 2017, and ending January 17, 2022, unless terminated or amended earlier by the Board in accordance with TEC §12A.006 and §12A.008. The Committee will annually monitor the effectiveness of the Plan and recommend to the Board any suggested modification to the Plan on or before August 1st of each year of implementation. Following adoption by the Board of Trustees, the Hedley ISD District of Innovation Plan for District of Innovation designation will be reported to the Texas Education Agency.

Renewal Time (contains expected dates)

Public Hearing to discuss renewal District of Innovation.	Monday 10/18/2021
HISD School Board passes resolution to begin renewal process of the DOI	Monday 10/18/2021
DOI Committee met to discuss editing the current DIO plan	Monday 10/22/2021
Commissioner Of Education notified on the intention to vote on the renewal of the DOI plan	Monday 11/01/2021
DOI Committee holds public hearing to discuss the schools plan for DOI.	Friday 11/05/2021
DOI Committee approves DOI plan	Friday 11/05/2021
Final DOI plan posted on the district's website.	Friday 11/05/2021
Public Hearing to discuss renewal District of Innovation.	Monday 12/20/2021
School board adopted District of Innovation plan.	Monday 12/20/2021
Notification of Approval to TEA Commissioner	Tuesday 12/21/2021
DOI plan posted on the district's website.	Thursday 12/21/2021
Board Action to Notify TEA Commissioner of Board vote	Monday 12/21/2021
Date that the Plan's Link is sent to TEA	Tuesday 12/21/2021
Plan Effective	Tuesday 1/17/2022

Renewal Term

On October 18, 2021 Hedley Independent School District's Board of Trustees ("Board") passed a resolution to start the renewal process of the District of Innovation Plan. The term of this Renewal Plan will start January 17, 2022 school year and will end in five years on January 17, 2027 school year, unless terminated or amended earlier by the Board in accordance with TEC §12A.006 and §12A.008. The Committee will annually monitor the effectiveness of the Plan and recommend to the Board any suggested modification to the Plan on or before August 1st of each year of implementation. Following adoption by the Board of Trustees, the Hedley ISD District of Innovation Plan for District of Innovation designation will be reported to the Texas Education Agency.

HEDLEY INDEPENDENT SCHOOL DISTRICT

District of Innovation Plan

District of Innovation Plan Committee Members

Garrett Bains, Superintendent
Brent Drury, Principal
Eric Alston, Athletic Director
Tamara Bains, Teacher
Mandi Gay, Classroom Teacher

Cathy Andrews - Paraprofessional
Jennie Owens, Tech Coordinator
Lon Adams, Ag. Sciences
Angela Branigan, Elementary Teacher

Hedley ISD Board of Trustees

Dana Bell, President
Carol Ward, Vice-President
Michael Metcalf, Secretary

Shauna Herbert, Member
Bruce Howard, Member
Troy Monroe, Member

Implementation

This Innovation Plan is designed to create parameters within which the District will operate, in order to provide additional student opportunities for academic success. This plan provides an opportunity for Hedley ISD and the community to make local decisions on the best way to educate our students and children. Specific implementation plans will be developed by the appropriate campus leaders and grade level teacher leaders. Adjustments to Board Policy will be researched and adopted where appropriate. The District is not exempt from statutes including curriculum and graduation requirements, and academic and financial accountability.

Innovations

The district proposes innovations below that will allow greater flexibility by exempting itself from the requirements of the Texas Education Code in the following areas:

Site-Based Decision Making

(TEC 11.251) (TEC 11.252)

Board Policies Affected:

BQ (Legal), BQ(Local), BQA (Legal), BQA (Local)

Hedley ISD seeks exemption from the site-based decision-making (SBDM) process and the convening of the school health advisory committee (SHAC) and the many accompanying requirements falling under the governance of those two bodies. The statutory requirements as set forth in the Texas Education Code in Chapter 11 are burdensome, time consuming, and ultimately cause a misdirection of resources from the primary focus of schools: giving students the best education possible.

Our plan:

A. Stakeholders will continue to be involved in the process, but one that meets the needs of the District, school, and community as opposed to the broad brush of statutory requirements leveled down from a one-size fits all approach as detailed in the code.

B. The SBDM Committee will absorb the responsibilities of the SHAC Committee, and will establish, meet, review, and analyze, and respond to both qualitative and quantitative data regarding the district's success and most importantly, student's success. This team will convene at least three times per year and generate the general direction of district resources and efforts. This will consolidate the number of meetings and the number of committees required by law and will better serve this small community. This consolidation will yield greater opportunity for one team to address a multiple of needs as opposed to having one meeting after another throughout the year.

Courses of Study; Advancement - School Health Advisory Council

(TEC§28.004)

Board Policies Affected:

(BDF Legal)

(TEC 28.004 d-1) The local school health advisory council shall meet at least four times each year.

Our plan:

Hedley ISD seek exemption from the requirement to hold a minimum of four meetings per year. The HISD 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 HISD Board of Trustees and the members of the SHAC committee should determine how often the committee should meet. Hedley ISD seeks exemption from 28.004 d-1.

Inter-District Transfers
(TEC§25.001) (TEC§25.036)

Board Policies Affected:
FDA (Local)

TEC 25.036 Districts transfers are for an entire school year.

TEC 25.036 has been interpreted to establish the acceptance of a transfer student as a one-year commitment by the district. Hedley ISD is seeking to eliminate the provision of a one-year commitment in accepting transfer applications. The district's policy in looking at transfer students is based on attendance, and discipline. With the current law, the district would be very cautious in accepting transfers. However, Hedley ISD will seek exemption from the one-year transfer commitment. By having this exemption Hedley ISD may consider a high risk transfer student in hopes that by permitting a school change, for the student, will help in areas such as grades, attendance, and discipline.

Our plan:

Hedley ISD would follow FDA Local policy requiring nonresident students to file a transfer application each school year.

- a) 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 will be evaluated.
- b) Transfer students are required to follow the attendance requirements, rules and regulations of the district.
- c) Transfer status may be revoked by the superintendent or designee at any time during the school year if the student is assigned disciplinary consequences such as suspension (in school or out of school), placement at the DAEP, or expulsion. In addition, students not meeting the State's 90% attendance standard may also be subject to immediate revocation of the student's transfer status.

Benefit:

- a) Allows HISD the flexibility to revoke transfer students, who on rare occasions violate the transfer policy.
- b) Allows HISD to better utilize school resources for the benefit of the district.

Teacher Certification

(TEC §21.003) (TEC §21.053) (TEC §21.057)

Board Policies Affected:

DBA (LEGAL), DBA (LOCAL), DK (Legal,) DK (Local,) DK (EXHIT)

Texas Education Code Section §21.003 (a) 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 of permit issued as provided by Subchapter B. In the event a district cannot locate a certified teacher for a position or a teacher is teaching a subject outside of their certification, the district must request emergency certification form the Texas Education Agency and/or State Board of Educator Certification.

Texas Education Code Section §21.053 states that:

- (a) *A person who desires to teach in a public school shall present the person's certificate for filing with the employing district before the person's contract with the board of trustees of the district is binding.*

- (b) *An educator who does not hold a valid certificate may not be paid for teaching or work done before the effective date of issuance of a valid certificate.*

Texas Education Code Section §21.057 states that:

- (a) *A school district that assigns an inappropriately certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days during the same school year shall provide written notice of the assignment to a parent or guardian of each student in that classroom.*
- (b) *The superintendent of the school district shall provide the notice required by Subsection (a) not later than the 30th instructional day after the date of the assignment of the inappropriately certified or uncertified teacher.*
- (c) *The school 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.*
- (d) *For purposes of this section, "inappropriately certified or uncertified teacher":*
- (1) *includes:*
 - (A) *an individual serving on an emergency certificate issued under Section 21.041(b)(2); or*
 - (B) *an individual who does not hold any certificate or permit issued under this chapter and is not employed as specified by Subdivision (2)(E); and*
 - (2) *does not include an individual:*
 - (A) *who is a certified teacher assigned to teach a class or classes outside his or her area of certification, as determined by rules proposed by the board in specifying the certificate required for each assignment;*
 - (B) *serving on a certificate issued due to a hearing impairment under Section 21.048;*
 - (C) *serving on a certificate issued pursuant to enrollment in an approved alternative certification program under Section 21.049;*
 - (D) *certified by another state or country and serving on a certificate issued under Section 21.052;*
 - (E) *serving on a school district teaching permit issued under Section 21.055; or to Section 7.056.*
 - (F) *employed under a waiver granted by the commissioner pursuant*
- (e) *This section does not apply if a school is required in accordance with Section 1111(h)(6)(B)(ii), No Child Left Behind Act of 2001 (20 U.S.C. Section 6311j, and its subsequent amendments, to provide notice to a parent or guardian regarding a teacher who is not highly qualified, provided the school provides notice as required by that Act.*

The current certification requirements inhibit the District's ability to hire professionals with industry experience to teach Career and Technical Education (CTE) and Science, Math, Technology, Engineering, Arts, Mathematics (STEAM), Foreign Language, History, and English Language Arts courses. The District would also like to honor candidates with Bachelor's degrees and certifications from bordering states as fully certified teachers eligible for a Texas Probationary teaching contract in our District and remain eligible for the period of time outlined in District policy DCA (LEGAL) for Probationary Certificate. This provision would mirror the DCA (LEGAL) policy term of one year with the District's option to extend two additional years.

Our plan:

To allow flexibility for hiring certified personnel, Hedley ISD will make all decisions on teacher certification and assignments locally as follows:

- Make all decisions on teacher certification and assignments locally.
- Notifications of district teaching permits (local certification) shall not be necessary.
- Notifications under TEC §21.057 shall not be necessary.
- The campus principal may submit in writing to the Superintendent a request to allow a certified teacher to teach a subject outside of their certified field in the event there is a need for which he/she is not fully certified in Texas according to SBEC guidelines.
 - Notification must include the reason for the request and document which qualifying credentials the teacher holds, justifying the out of certification assignment.
- The principal will submit the request to the superintendent with all the individual's credentials. The superintendent will then approve the request if they feel the individual could be an asset to students. The superintendent will then report this action to the Board of Trustees prior to the individual beginning any employment. The employee will be at-will.
- The Superintendent will determine whether it is in the best interest of the district to certify the individual. The Superintendent will notify the Board before beginning the assignment. The current process of hiring those eligible for Chapter 21 contracts will not change.
- The District will establish Local Criteria, such as years of experience, qualifications, industry certifications, demonstration of successful working experience with students, and equal or similar out of state certification to qualify for a local (district) teaching certificate.
- The campus principal may consider the following criteria as minimum qualifications for eligibility to contractually hire certified personnel under a district teaching permit:
 - Professional work experience in related field exceeding 5 years
 - Formal training, professional work certification, or registration in related field
 - Combination of work experience, training, and education
 - Demonstration of successful working experience with students
 - Equal or similar out of state certification
- The campus principal may submit in writing to the superintendent a request to allow an uncertified individual to teach a particular class or classes, without seeking approval from TEA.
 - The request must include the reason(s) for the request and document which qualifying credentials the uncertified individual possesses that qualify him/her to teach the relevant subject(s). The superintendent will then determine whether to recommend that the Board hire the individual to teach the relevant subject(s). The Board retains final authority for the employment of uncertified individuals as teachers.
- Teacher certification waivers, state permit applications, notifications, or other paperwork will not be submitted to the Texas Education Agency or other district stakeholders.
- Any employee hired under this local district teaching permit must comply with the same professional standards, ethics, and requirements outlined in the Hedley ISD School Board policy for Personnel.
- Any employee hired under the local district teaching permit must be appraised according to the same teacher appraisal system outlined in district policies DNA and DNB (LOCAL).
- Any employee hired under the local district teaching permit will be assigned a mentor teacher.
- Emergency certificates/permits from TEA may no longer be necessary under this Plan.
- Additionally, a teacher instructing in an area outside of his/her primary certification area must be appraised in that instructional area.

Benefit:

In order to enable more students to obtain the educational benefit of such course offerings, the district seeks to establish its own local qualification requirements and its own requirements for training of professionals and experts to teach such courses in lieu of the requirements set forth in law. By obtaining exemption from existing teacher certification requirements, the district will have the flexibility to hire community college instructors, university professors, or internal applicants seeking assignments outside of their traditional certification area for full and/or part time course loads. This will enrich applicant pools in specific content areas and afford more students the opportunity to take dual credit courses on campus, for example, if certified teachers are not available to teach those courses.

Calendar

(TEC §25.0811) (TEC §25.0812)

Board Policies Affected:

EB (Legal), EB (Local)

Currently

Texas Education Code §25.0811 states that "a school district may not begin instruction for students for a school year before the fourth Monday of August."

Texas Education Code §25.0812 states that "a school district may not schedule the last day of school for students for a school year before May 15."

Our plan:

Districts are no longer afforded the flexibility through a waiver to alter the start and end dates of the school calendar. It is the intent of Hedley ISD to build and operate a calendar that best serves the instructional needs of our students and meets the needs of our community. This flexibility will allow the district to evaluate these needs annually and make the best decision for the well-being of our students and community.

Benefit:

To allow for the flexibility in the calendar start and end dates Hedley ISD will make decisions that will provide flexibility in school start and end dates.

- This will allow Hedley ISD students to improve academic success by balancing the instructional time evenly between semesters
- This will allow Hedley ISD teachers the proper instructional time to pace the first and second semesters.
- This will allow a more balanced number of instructional days per semester and more instructional days prior to state assessments.
- This will promote Hedley ISD additional time within the first semester for transitioning students.

Minimum Minutes of Instruction

(TEC §25.081e) (TEC §25.082a)

Board Policies Affected:

EC (Legal), EC (Local)

Texas Education Code §25.081(e) states that 'for purposes of this code, a reference to a day of instruction means 420 minutes of instruction.'

Texas Education Code §25.082(a) states that "a school day shall be at least seven hours each day, including intermissions and recesses."

Currently

House Bill 2610 signed into law during the Regular Session of the 84th Legislature in 2015 permits school districts to operate a full school year as defined by 75,600 minutes. Section §25.081 (e) of the bill defines a full instructional day as 420 total minutes.

Our plan:

School districts are not afforded the flexibility intended in HB 2610 to bank minutes of instruction to be used when an emergency, bad weather, and half day events are needed within the district's regular approved calendar. Exemption from the 7-hour/420-minute school day requirement would allow Hedley ISD the flexibility needed to alter the school day schedule whenever it is locally determined as beneficial to the district and its stakeholders to accommodate the unique needs of our students. The district would not be restricted to 6 early release days which is the maximum that can be requested under the existing early release waiver process. Exempting the district from the 7-hour school day requirement would give the district a significant amount of local control over scheduling without the fear of a loss of state funding or losing credit for instructional time that might cause the district to fall out of compliance with the daily minute requirements.

Hedley ISD will

- Meet or exceed the 75,600 minutes/year of instruction but will use these minutes with the flexibility outlined in the plan to account for the maximum instructional time while limiting the impact on parents and community.
- The state requires 75,600 minutes for full day programming. HISD does not intend to shorten the school day on a regular basis, or without specific purpose. To the greatest extent possible, "early release" days would be planned ahead and noted in the district calendar, which is approved by the Board of Trustees and published and distributed to district stakeholders in advance of the school year and continuously published using school media.
- The district would not schedule early release days under this exemption that were shorter than 240 minutes (4 hours).
- Provide flexibility in "banking" minutes for emergency situations
- Make decisions regarding the length on the school day locally

Benefit:

The flexibility to adjust minutes of instruction will assist with personalizing learning to better meet individual needs. It also has the added benefit of allowing the possibility of an altered length of a school day, which may include a later start or early release time which will accommodate additional professional development and collaboration opportunities.

Contract Service Days

(TEC §21.401)

Board Policies Affected:

DC (Legal), DC (Local), (DCB Legal), (DCB Local)

(TEC §21.401(b) states that: an educator under a 10-month contract must provide 187 days of service

With the passage of §25.081 (HB 2610) which changed the required days of instruction to minutes the law did not address contract days (187 days) for 10-month contract employees.

Our plan:

The determination of how many days are required to fulfill an employee's contract should be a local decision, given the district does not reduce the annual pay of the employee's contract. Hedley ISD will:

- maintain the current salary schedule for all certified employees
- Annually, the Board will consider the certified salary schedules as part of the regular budgeting process.
- Annually, the administrative staff will evaluate the number of contract days needed for certified staff in that school year and shall set the number of calendar work days prior to September 1st of the contract year.
- Hedley ISD will not reduce the annual salary of certified staff, except in accordance with TEC§21.4021 (Furloughs) which the district is not seeking exemption.

Benefit:

The plan would reduce teacher contract days from 187 to a decreased length with no effect on teacher salaries allowing flexibility in the contractual days for certified personnel and to attempt to better align the teacher days to the 75,600 minutes required of the students.

TEACHER APPRAISAL SYSTEM

(TEC 21.203), (21.352), (21.3541), (150.1001)

Board Policies Affected:

DNA (Legal), DNA (Local)

The state issued a new teacher appraisal system in the 2016-2017 school year, called the Texas Teacher Evaluation and Support System (T-TESS) and the Texas Principal Evaluation and Support System (T-PESS).

Our plan:

Hedley ISD will continue to use a modified version of the T-TESS/T-PESS appraisal system with the exception of the provisions of the Texas Education Code 21.351 and 21.352, as they relate to student growth within teacher appraisal as clarified in the Texas Administrative Code 150.1001. The T-TESS instrument is robust enough without the addition of student achievement to the teacher evaluation. Administrators already take into account student achievement whether it is through retention rates, passing rates, STAAR, or other test measures.

Disciplinary Alternative Education Programs

(TEC§37.008)

Board Policies Affected:

FOA (legal), FOCA (Legal)

TEC 37.008 states that: *each school district shall provide a disciplinary alternative education program that: (7) employs only teachers who meet all certification requirements established under Subchapter B, Chapter 21*

Our plan:

Hedley ISD seldom needs the existence of a DAEP and is usually a short-term requirement since there will be a very limited number of students assigned to DAEP. Since the classes will be provided using computer-based instruction or oversight from a teacher, it is not necessary to have certified teachers monitoring DAEP. The campus administrator will ensure that the staff of the DAEP has the support necessary to properly supervise the students assigned to the program and will lend assistance of teachers with specific certification as needed.

Probationary Contracts

TEC§21.102(b)

Board Policies Affected:

DCA(LEGAL)

Texas Education Code §21.102(b) states that: *(b) A probationary contract may not be for a term exceeding one school year. The probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years, except that the probationary period may not exceed one year 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.*

Our Plan:

To provide flexibility in the length of the probationary period for experienced teachers new to the District, this Plan exempts the District from the statutory provision above that limits the probationary period to one year for persons who have been employed as teachers in public education for at least five of the eight years preceding employment by the District. This Plan does not exempt the District from the other provisions of Texas Education Code §21.102. This innovation will be implemented by the District as follows:

- Hedley ISD, in its discretion, may extend the length of the probationary period to two years, instead of just one year, for experienced teachers (those who have taught for five of the last eight years] who are new to the District. This will allow the District sufficient time to adequately evaluate the teacher's classroom performance and provide the teacher with sufficient time to acclimate to the District's educational environment.
- This extension will not be mandatory, but may be utilized when deemed appropriate by the District.

Mentors

TEC§21.458

Board Policies Affected:

DEAA (LEGAL), DEAA (LOCAL)

Texas Education Code §21.458 states that *"each school district may assign a mentor teacher to each classroom teacher who has less than two years of teaching experience in the subject or grade level to which the teacher is assigned."*

Our Plan:

To allow flexibility in the assignment of mentors to struggling educators, Hedley ISD will:

- Continue to assign mentors to teachers with less than two years of experience;
- Have the flexibility to assign a mentor to any teacher, regardless of experience level, that is in need of assistance, at any time.

90% Attendance Rule

TEC§25.092

Board Policies Affected:

EI (LEGAL), EL (LOCAL), FEC (LEGAL), FEC (LOCAL)

Texas Education Code §25.092 states that, *"except as provided by this section, 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."*

Our Plan:

To allow flexibility in determining attendance standards locally, Hedley ISD will have the ability to exercise local discretion in awarding credit to students upon successful completion of course objectives without regard to the mandatory 90% seat time rule.

Depositories

TEC§45.205

Board Policies Affected:

BDAE (LEGAL), BDAE (LOCAL)

Texas Education Code §45.205 states as follows: *{a) Except as provided by Subsection {b), the depository bank when selected shall serve for a term of two years and until its successor is selected and has qualified. {b) A school district and the district's depository bank may agree to extend a depository contract for two additional two-year terms. An extension under this subsection is not subject to the requirements of Section 45.206. {c) The contract term and any extension must coincide with the school district's fiscal year.*

Our Plan:

Because Hedley ISD is a small, rural community possessing no local financial institution and because, all the local banks are in neighboring towns, and because only one bank provides mobile banking, and historically, no neighboring financial institution has ever successfully bid for the District's business as the District's depository, the Plan will allow local flexibility in the length of the depository contract, as follows:

- *The Plan allows the District to designate the length of the initial term and any renewal terms for its depository contracts.*
- *For example, this will give the District the ability to have a five year depository contract with the option of two five year renewals prior to rebidding the contract.*

Group Health Benefits for School Employees (TEC§22.004)

Board Policies Affected:

Texas Education Code §22.004(i) Inhibits the Goals of the Local Innovation Plan

TEC §22.004(i) Group Health Benefits for School Employees states that a school district may not make group health coverage available to its employees pursuant to TEC §22.004(b) after the date a district implements the program of coverages provided under Chapter 1579 of the Texas Insurance Code. The current process allows no flexibility in the design of group health insurance benefits to fit the needs of all district employees. This provision also prohibits the district from procuring group health insurance benefits that may provide better coverages for its employees at a lower cost. This provision does not give the district the flexibility needed to acquire benefits packages that would potentially be more attractive to prospective employees.

Exemption from Texas Education Code §22.004(i)

TEC §22.004 is not included in any of the prohibited exemptions that can be included in a District's local innovation plan pursuant to TEC §12A.004 or the list of the Commissioner's prohibited exemptions in the Texas Administrative Code Title 19, Chapter 102, subchapter JJ, Section 102.1309. Therefore, in order to have the option to offer additional benefits options to employees and to increase local control of the group health benefits plan to allow the District to be responsive to employee and community needs, the district proposes that the District of Innovation Plan be amended to exempt the district from the health insurance requirements in TEC §22.004(i).

Summary:

The District of Innovation Plan is an important step forward to ensure Hedley ISD develops and supports our students, employees, families, and community in a more personalized, more effective and strategically aligned way. Moving our system toward the more personalized environment our students deserve will enable us to better prepare them according to their individualized needs and their unique passions, gifts, and talents. Through HB 1842, Hedley ISD will be positioned to leverage increased flexibility to make the best decisions for our children because we will be able to make them locally.

Signature Page

District of Innovation Plan Committee Members:

- _____ - Lon Adams
- _____ - Angela Branigan
- _____ - Mandi Gay
- _____ - Tamara Bains
- _____ - Jennie Owens
- _____ - Eric Alston
- _____ - Cathy Andrews
- _____ - Brent Drury
- _____ - Garrett Bains

By signing this document, I agree to the terms of this Plan and support its implementation in Hedley ISD. As a member of the District Innovation Plan Committee, I agree to monitor and provide feedback to the Board, no less than annually. Feedback will comprise edits, deletions, additions, and approval based on stakeholder’s input and recommendations.