



CAMERON ISD

DISTRICT OF INNOVATION PLAN

Cameron ISD proposes flexibility and seeks an exemption in the following areas:

<i>Innovation:</i>	
First Day of Instruction	Board Policy: EB(Legal)
Uniform Start Date (TEC 25.0811) State law currently prohibits school districts from starting class before the fourth Monday in August, unless they are year-round districts.	
Rationale for the Exemption: <ul style="list-style-type: none"> • More professional development opportunities during the school year for teachers • Flexibility in start and end dates of the school year • The calendar would be more aligned with college schedules, allowing students to enroll in summer courses that start in early June • More instructional days prior to required state assessments (i.e. STAAR/EOC) • Balance the amount of instructional time/days per semester 	
Proposed Innovation: <ul style="list-style-type: none"> • Cameron ISD will no longer be required to delay the start of school to the fourth Monday in August. The district advisory committee will present proposed calendars annually voted on by all CISD employees. The approved calendar will include an appropriate start day for students that does not occur before August 14th. <p>Note:</p> <ul style="list-style-type: none"> • Changing the first day of instruction does not alter the University Interscholastic League (UIL) restrictions for the first day of practice for athletic and fine arts programs. CISD will continue to comply with the UIL calendar for summer practices. 	



CAMERON ISD

DISTRICT OF INNOVATION PLAN

Innovation:

Designation of Campus Behavior Coordinator

Board Policy: FO(Legal); Student Code of Conduct

Campus Behavior Coordinator (TEC 37.0012) A person at each campus must be designated to serve as the Campus Behavior Coordinator. The person designated may be the principal of the campus or any other campus administrator selected by the principal. Duties include, but are not limited to, promptly notifying parents by telephone and in writing when a student is suspended, removed from DAEP or taken into custody by the law enforcement.

Rationale for Exemption:

- This exemption is to only allow for the interpretation of the role and responsibilities of a Campus Behavior Coordinator to be fulfilled by multiple administrators as it is unrealistic to have only one person in this role to serve all students.

Proposed Innovation:

- The district will maintain all the duties and responsibilities outlined for the Campus Behavior Coordinator and allow the position to be fulfilled by more than one administrator per campus.
- Will provide campuses the opportunity for campus administrators to develop rapport with students, administrators can hold students accountable while teaching them how to more effectively monitor their own behavior in the future. Each campus should have the freedom to designate more than one campus behavior coordinator to best meet the needs of their students.
- Maintenance of student discipline will be appropriately addressed in the Student Code of Conduct.



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DISTRICT OF INNOVATION PLAN

Innovation:

Teacher Certification

Board Policy DBA, DK

TEC 21.003(a) State law states that a person may not be employed as a teacher, teacher intern/trainee, librarian, education aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency. 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 from the Texas Education Agency and/or State Board of Educator Certification.

Rationale for the exemption:

- The Texas Education Code 21.003 limits the District’s ability to hire instructors for hard-to-fill and high-demand courses when high quality, certified teachers are not available in Career and Technical Education (CTE), elective courses, Dual Credit, and core classes.
- Teachers with industry certification and native Spanish speakers with qualified experience could be eligible to teach a course through a local teaching certificate.
- Flexibility could also allow a certified teacher to teach outside their field in order to avoid the disruption of an instructional path for students allowing CISD to reduce scheduling conflicts.

Proposed Innovation:

- The district will establish local requirements, such as years of experience, qualifications, and industry certifications.
- The district will utilize this exemption in the areas of Career and Technical Education, dual credit and hard to fill electives.
- For core classes, the district will seek to hire certified personnel first, but a campus principal can make a written recommendation to hire candidates with superintendent approval. The School Board will be notified prior to beginning employment.
- A currently certified teacher could teach outside their state certified field if they meet the established local requirements posted above. This employee must be informed as soon as possible in order to plan



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accordingly.

- Any teacher employed under this exemption will receive a rigorous on-boarding and training program for newly non-certified instructors. The program must emphasize support in classroom management and effective instructional practice.
- The district must first consider high quality certified educators for all teaching positions.



CAMERON ISD DISTRICT OF INNOVATION PLAN

Innovation:

Teacher Employment Contracts

Board Policy: DCA

TEC §21.102(b) States that a probationary contract 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 with the District. In this statute, “teacher” means a principal, supervisor, classroom teacher, school counselor, nurse, or other full-time professional employee. This statute in the TEC provides a three-year probationary period for newly hired teachers and only a one-year probationary period for teachers who have been in public education for at least five of the previous eight years.

Rationale for the Exemption:

- This limited period of time may not be sufficient to evaluate the employee’s effectiveness since contract timelines demand that employment decisions must be made prior to the end of the school year.

Proposed Innovation:

- Experienced teachers new to the District that have been employed in public education for at least five of the previous eight years may be issued a probationary contract for up to two years from the date of District employment.



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Innovation:

Bank Depository Contract

Board Policy: BDAE (Legal)

Currently, the District must renew its depository contract every two years. The two-year contract term begins and ends in odd-numbered years. In accordance with the Texas Education Code (TEC 45.205 and 45.206), the District must use a uniform bid or proposal blank in the form prescribed by the State Board of Education.

Rationale for the Exemption:

- This exemption lessens the administrative burden related to preparing and reviewing a Request for Proposal (RFP) when there is a limited number of banking institutions available to bid on the District's business.

Proposed Innovation:

- The District is seeking an exemption from TEC 45.205 and 45.206 to allow the District's banking contract to be extended beyond the allowable contract term, if the District determines contract-pricing remains competitive and there is no operational or financial reason to send the District's banking services out for bid.

Note:

- The District will only go out for bid if it is determined that contract-pricing is not competitive and there is an operational or financial reason to send the District's banking services out for bid. The District will continue with two year contracts for our banking depository



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District of Innovation Plan Amendment Timeline

Amended for board approval at the May 9, 2022 meeting.

District Level Meeting vote held on May 4, 2022 .

District of Innovation Plan Original Timeline

✓	✓	✓	✓	✓	✓	✓	✓	
District Board of Trustees passes resolution to hold public hearing to consider development of District of Innovation Plan (DOI)	School Board holds public hearing	School Board Appoints DOI Planning Committee	Committee Develops District of Innovation Plan	Plan posted 30 days for review by staff and community	DAC holds public meeting and approves DOI plan with majority vote	Board of Trustees to vote for approval of DOI plan	Publish CISD's DOI Plan and Notify Commissioner of Education	DEC and School Board review plan each year
Jan. 8, 2018	Jan.22, 2018	Jan. 22, 2018	Jan. 29 - Feb 2, 2018	Feb. 5-Mar. 9	Mar. 19, 2018	Mar. 19, 2018	Mar. 20, 2018	

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: Amendment through 2022-2023 school year

- 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:



Cameron ISD District of Innovation Plan

Innovations

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Board Policy DBA, DK
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- The district will establish local requirements, such as years' experience, qualifications, and industry certifications.
- The district will utilize this exemption in the areas of Career and Technical Education, dual credit and hard to fill electives.
- A currently certified teacher could only teach outside their state certified field if they meet the established local requirements posted above. This would only be used in classes of Career and Technical Education, dual credit and hard to fill electives mentioned above. This employee must be informed as soon as possible in order to plan accordingly.
- Principals will submit candidates to the superintendent who will then determine whether it is in the best interest of the District to certify the

individual. The School Board will be notified prior to beginning employment.

Any teacher employed under this exemption will receive a rigorous on-boarding and training program for newly non-certified instructors. The program must emphasize support in classroom management and effective instructional practice.

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