

Slaton Independent School District

District of Innovation Plan (HB 1842)

2017-2022

School Start Date

(EB LEGAL) (Ed. Code 25.0811)

FIRST DAY OF INSTRUCTION. Except as provided by this section, a school district may not begin instruction for students for a school year before the fourth Monday in August.

Uniform School Calendar

(TEC 25.0811) (TEC 25.0812) (EB LEGAL) (EB LOCAL)

Texas Education Code Section 25.0811 states that a school 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 15th. Local control of the instructional calendar affords the District the following advantages:

- Alignment of calendar with dual credit classes, Advanced Placement Exams and STAAR/EOC timelines
- Ensure hour/seat time requirements are met for certification courses.
- Creates flexibility for SISD to pursue other calendar options for identified populations.

Proposed Final

Slaton ISD reserves the freedom to develop a calendar which better fits the needs of the community (pending approval by the District of Innovation Committee and the School Board). This would provide greater flexibility in this area and would allow the District Committee to better balance the first and second semesters, providing more instructional days prior to state testing.

Slaton ISD also reserves the freedom to begin school up to one week before the 4th Monday in August. Any start of school date will be approved by the Slaton ISD Board of Trustees.

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Teacher Contract Days

(DCB Legal) (DCB Local) (Ed. Code 21.401)

CURRENT LAW. Current education law located in Chapter 21 defines a teacher contract as a ten month contract equivalent to 187 days.

Proposed Final

This plan reduces teacher contract days from 187 to 182 with no effect on teacher salaries. Due to low property values, it is difficult for Slaton ISD to compete with area schools in the area of teacher salary. This reduction in contract days at the current salary schedule would make our salaries more competitive.

- This plan should enhance teacher recruitment, therefore putting the district on a more level playing field with neighboring districts.
- This plan will significantly improve teacher morale.
- This plan will provide teachers more opportunities during the summer months to seek out beneficial staff development that relates to their field.
- During the 2017-18 school year, this would be achieved by modifying the adopted calendar and reducing the days of instruction after STAAR/EOC to end on Thursday, May 17, 2018 instead of Friday, May 24, 2018. The reduction of contract/instructional days in the second semester would create more balanced or equal semesters 83/88 (171) instead of 83/93 (176).
- In the four other plan years, it will be part of the calendar planning process to maintain the reduced number of teacher contract days.

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Teacher Certification

(DK Legal) (Ed. Code 21.003)

CERTIFICATION REQUIRED. A person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.

Proposed Final

Slaton ISD reserves the freedom to make local employment decisions regarding instructors teaching **vocational certification courses** based on the needs of the campus and students. In the event that the district cannot retain the services of a certified teacher for a position, Slaton ISD reserves the freedom to enter into an at-will employment agreement with a noncertified vocational expert possessing a minimum of 3 years experience or a professional license in the specified field. This individual must agree to make significant progress toward achieving certification as defined by the agreement.

Slaton ISD also reserves the freedom to enter into an at-will agreement with part time personnel with field experience in particular vocational areas. This could prove beneficial to students in the CTE or vocational classes and provide more options for students and flexibility in scheduling. All personnel hired under this policy will be subject to current Human Resources policy for screening, finger printing, and background checks.