

The following EIC members were present:

Nilda Camarena – Preparatory Academy	Katherine Castaneda – Health Professions
Annalisa Salinas – Preparatory Academy	Ricardo Benavidez – Rising Scholars
Kathleen Gavino – World Scholars	Hanani Vasquez – Medical Professions
Francisco Vasquez – Medical Professions	
Wilmer Romero – Professional Non-Teaching Representative	
Roy Gonzales – Community Member	

Innovations reviewed:

- First day of instruction for students
- Minimum attendance for class credit for final grade
- Teacher and Principal Appraisal Systems
- Teacher Certification
- Employee Health Insurance options

Preparing DOI to replace prior to August 2022 renewal. Renewal Process presented: Possibly ready for February 2022 Board Meeting

1. Review the current DOI plan and finalize changes
2. Post the final version of proposed plan for 30 days on website
3. Board of trustees notifies the commissioner of ed of board's intention to vote on adoption of the proposed plan
4. District-level committee holds a public meeting to consider the final version

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First day of instruction for students

Recommendations: Unanimous recommendation to continue with the proposed flexibility

Discussion on other RGV districts, college dates to consider for students, professional needs for teachers

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Minimum Attendance for Class Credit for Final Grade

Current Statute: At least 90% of physical attendance in class to earn credit.

Proposed Flexibility: Allow district to use "blended learning", instruction conducted with both face to face class time and online instruction and resources.

Discussion: Student Credits, time on instruction, scheduling logistics. Covid absences

Recommendations: Unanimous recommendation to continue with the proposed flexibility

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Teacher and Principal Appraisal System

Current Statute: Texas Teacher Evaluation and Support System (T-TESS) and the Texas Principal Evaluation and Support System (T-PESS)

Proposed Flexibility: District created evaluation system

Discussion: Evaluation systems, current district evaluation system, review dimensions of T-TESS, TIA viewed

Recommendation: Unanimous recommendation to remove the proposed flexibility. The district proposes to use T-TESS and T-PSS to participate in the Teacher Incentive Program

#### Teacher Certification

Current Statute: Teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor must hold appropriate certificate.

Proposed Flexibility: Exemption would allow the district to hire professionals in certain trades, vocations, electives, or foreign languages.

Discussion: Provides flexibility in hiring individuals in specialized areas of instruction that are often hard to fill.

Recommendation: Unanimous recommendation to continue with proposed flexibility unaltered.

#### Employee Health Insurance Options

Current Status: A district shall participate in the uniform group coverage program established under Chapter 1579, Insurance Code, as provided by Subchapter D of that chapter. This statute requires a school district with 500 or fewer employees to participate in group health insurance coverage program through the Teacher Retirement System (TRS-ActiveCare). This restriction allows only the health insurance options approved through the TRS-ActiveCare group plans with no other health insurance options available to employees through the District.

Proposed Flexibility: The District believes it is important for employees to have additional flexibility in health insurance providers, plans and cost. Increased options of the group health benefits plan to allow the District to be responsive to employee needs. This amendment to the District of Innovation Plan will provide additional health insurance options for South Texas ISD employees. The district will continue to offer and participate in TRS-Active Care. The employees will have additional health insurance options which will also meet the minimum requirements of Chapter 1579 of the Insurance Code.

Discussion: District has been using TRS for our health insurance so this option is no longer applicable.

Recommendation: Unanimous recommendation to REMOVE proposed flexibility.