

# WHITNEY INDEPENDENT SCHOOL DISTRICT

P.O. Box 518

Whitney, Texas 76692

(254) 694-2254 Fax (254) 694-4001

Gene Solis

Superintendent

Melody Haley

Assistant Superintendent

Amy Leech – High School Principal  
Russell Gauer – Intermediate Principal  
Melissa Marbut – Curriculum Director  
Kenneth Gilchrist – Athletic Director



Wayne Redding – Middle School Principal  
Amber Seely – Elementary Principal  
Judy Bailey – Director of Food Service  
Brian Caperton – Director of Operations

## WHITNEY ISD DISTRICT OF INNOVATION—AMENDMENT

**Requirement**—Minimum Service Required of Teachers. Current law provides TEC Sec. 21.401 MINIMUM SERVICE REQUIRED. (a) A contract between a school district and an educator must be for a minimum of 10 months' service. (b) An educator employed under a 10-month contract must provide a minimum of 187 days of service.

**Innovation**---This plan addresses the number of teacher days under a 10-month contract. The number of days could be reduced from the 187 required days to a minimum of 182 days. The number of days would be determined annually and would be dependent on staff development needs. This reduction will have no effect on teacher salaries for the 10-month period. The teacher's daily rate would be based on 187 days no matter if the total number of days of service is more or less than 187. In that funds are limited, it is often problematic for the District to attract and retain teachers. The District is unable to match the teacher salary schedules of more adequately funded districts. This should enhance teacher recruitment, provide for improved teacher morale, permit the district to adjust the calendar to the needs to the educational programming, which in turn would provide improved student attitudes about school and their school work.

Note: Original DOI Plan had a beginning date of April 10, 2017, with a 5-year term which will end with this amendment attached on April 9, 2022, unless terminated by the WISD Board of Trustees or the Commissioner of Education.

Term of Plan: 4/10/2017 thru 4/09/2022 DOI Amendment (03/19/2018)

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: