

**Beaumont Independent School District**  
**Innovation Plan Amendment**  
**Date: February 24, 2020**

*AMENDED AREAS OF INNOVATION*

**Exemption from providing alternative Uniform Group Coverage Program once the program of coverages under Chapter 1579, Insurance Code is implemented.**

Statute seeking exemption from: TEC section 22.004(i)

Related Board Policies: CRD (LEGAL) and CRD (LOCAL)

a. Requirement – Texas Education Code Section 22.004(i) states:

*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 Beaumont ISD employees. This provision also prohibits the District from procuring group health insurance benefits that may provide better coverages for its employees and at a lower cost.*

b. Rationale for considering this exemption – Exemption will provide BISD the flexibility to offer a group health benefits plan other than, or in addition to, TRS-Active Care, which will allow the District to offer BISD employees a wider range of coverage and reduce expenses related to health care without violating any state statute or regulation.

**Exemption from certification requirements for Career and Technical Education teachers.**

Exemption from: TEC Sections 21.003, 21.053

Related Board Policies: DBA (LEGAL); DK (LEGAL)

a. Requirements – Texas Education Code section 21.003 states, “[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 or permit issued as provided by Subchapter B.” In addition, Texas Education Code section 21.053 provides that “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.”



# Beaumont ISD

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- b. Rationale for considering this exemption - The current certification requirements inhibit the District's ability to hire personnel with professional and industry experience to teach Career Technical Education (CTE) courses that have limited certified applicants. In order to comply with the graduation plans adopted in HB 5 and provide more students the opportunity to take CTE courses and obtain professional certifications, the District seeks to establish its own local qualification requirements for CTE courses in lieu of the requirements set forth in law.

AMENDMENT APPROVED:

DISTRICT ADVISORY COMMITTEE

Shannon Allen

Dr. Shannon Allen, Superintendent

DATE: 2/24/20

BEAUMONT ISD BOARD OF TRUSTEES

DATE: 3/24/20

Thomas Sigee

Thomas Sigee, President

Nathan Cross

Nathan Cross, Secretary