# *Maypearl Independent School District*

**District of Innovation Plan for Exemptions from Provisions of the Texas Education Code under House Bill 1842**

***Proposed Renewal (Projected) December 17, 2026***

House Bill 1842, passed in the 84th Texas Legislative Session, provides Texas public school districts the opportunity to amend certain state requirements at the local level to better meet the needs of their unique student populations. Maypearl ISD (MISD) intends to follow the Texas Education Code in all other areas. MISD's local Innovation Plan is comprehensive and touches numerous areas in the TEC, and because MISD seeks to maximize local control of educational decisions for students, MISD seeks exemption from the permissible provisions of the TEC included and explained in this Local Innovation Plan. MISD's Local Innovation Plan will begin with the 2027-2028 school year and conclude at the end of the 2031- 2032 school year unless the plan is terminated or amended by the MISD Board of Trustees in accordance with HB1842. Any future amendments will adhere to the same term of the original plan.

# ***Maypearl I.S.D. Timeline to Renew District of Innovation***

## ***District of Innovation Planning Committee***

| **Member Name** | **District/Community Role** |
|---|---|
| Josh Martin, Ed.D. | *Superintendent* |
| Cristin Votaw | *Assistant Superintendent* |
| Josh Boone | *Maypearl ISD Business Manager* |
| Andrea Shearman | *Maypearl ISD Director of Human Resources* |
| Daniel Hobbs, Ed.D. | *Principal, Maypearl High School* |
| Todd Watts | *Teacher, Maypearl High School* |
| Chase Russell | *Principal, Maypearl Middle School* |
| Greg Mahaley | *Teacher, Maypearl Middle School* |
| Brandi Beckham | *Principal, LSK Elementary School* |
| Natalie Wagnon | *Teacher, LSK Elementary School* |
| Lourdes Zamora | *Maypearl High School Parent* |
| Julie Sanchez | *Maypearl Middle School Parent* |
| Lesley Ashford | *LSK Elementary Parent* |

## ***Maypearl I.S.D. Timeline to amend District of Innovation***

| Timeline | Activity/Task |
|---|---|
| November 11, 2026 | *Maypearl District Advisory Committee holds meeting to discuss renewal of MISD District of Innovation Plan* |
| November 12, 2026 | *Maypearl ISD posts DOI plan on district website for 30 days to begin renewal process - TEC 12A.005(a)(1)* |
| November 18, 2026 | *Maypearl District Advisory Committee holds public meeting seeking ⅔'s majority vote - TEC 12A.005(a)(3)* |
| November 19, 2026 | *Present proposed DOI plan to MISD Board of Trustees* |
| December 17, 2026 | *Maypearl ISD Board of Trustees Meeting to seek ⅔'s majority vote TEC 12A.005(b) (Adopted - unanimously)* |
| December 18, 2026 | *Plan sent to commissioner (no approval required) - TEC 12A.005(a)(2)* |

# Maypearl ISD Proposed Local Innovation Plan

**I. Teacher Certification**
*(DK LEGAL, DK LOCAL, DK EXHIBIT) (Ed. Code 21.003)*

## Currently

*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 submit a request to the Texas Education Agency. TEA then approves or denies this request. There is a lot of bureaucracy and unnecessary paperwork involved in the process.*

## Proposed

Maypearl ISD will continue its quest for highly effective educators.

A. In order to best serve Maypearl ISD students, all decisions on teacher certification and assignments will be handled locally.
B. Notification of District Teaching Permits (local certification) shall not be necessary.
C. The campus principal may submit to the Superintendent a request to allow a certified teacher to teach one subject in a related field for which he/she is not certified.
    a. The principal must specify in writing the reason for the request and document what credentials the certified teacher possesses that would qualify this individual to teach the subject/field of study.
    b. Emergency or financial situations creating the need for this assignment should also be noted.
    c. When possible, lesson plans for the uncertified teacher will be created in partnership with certified teachers in the same field.
    d. Maypearl ISD will allow District Teaching Permits (local certification) based on skills and experiences outside the traditional teacher certification pathway.
        i. A person seeking a District Teaching Permit (local certification) should have the abilities and related knowledge/experience to fulfill the requirements of the position.
        ii. The principal may submit to the superintendent a request for a District teaching Permit (local certification) outlining all the individual's credentials/qualifications.
        iii. Qualifications that may be considered include, but are not limited to:
            1. Professional work experience
            2. Formal training and education
            3. Active professional relevant industry certification of

registration
4. Combination of work experience, training, and education
5. Demonstration of successful experience working with students
6. Out of state teaching certification(s) in the subject area a teacher is assigned will be accepted as certification in MISD for teachers in core subject areas

iv. The superintendent will then approve the request if they believe the request if they believe the individual possesses the knowledge, skills, and experience required of the position and feel the individual could be an asset to students.

v. Determinations shall be made on a case-by-case basis

e. A teacher can be qualified as a certified teacher in a content area (1) grade above or below their certification range.

f. A teacher certification waiver, state permit applications, notifications, or other paperwork will not be submitted to the Texas Education Agency or other district stakeholders.

g. An employee working under a district teaching permit (local certification) will adhere to the same professional standards, ethics, and requirements of all certified teachers.

h. An employee working under a district teaching permit (local certification) will be appraised under the same teacher appraisal system as required of all certified teachers.

i. A teacher in MISD will only be allowed to hold a local certification for a period up to (3) years. After that period the teacher will need to have obtained a Texas teaching certification.

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**II. Probationary Contracts**

*(DCA LEGAL) (Ed. Code Subchapter C Sec. 21.102)*

## Currently

*The probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years, except that the probationary period 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 by the district.*

## Proposed

This exemption from probationary contracts being limited to one year for a person who has been employed as a teacher or administrator in public education for at least five of the eight years preceding employment by the district will allow MISD extended time for the evaluation and training of new personnel. MISD is committed to effectively managing teacher contracts and this exemption will provide the district with the flexibility to keep all professional employees new to the district on probationary

contracts for a maximum permissible period of three school years.

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**III. Minimum Minutes of Instruction**

*(EC LEGAL & EB LEGAL) (Ed. Code 25.081)*

## Currently

*House Bill (HB) 2610, passed by the 84th Texas Legislature, amends the Texas Education Code (TEC),§25.081, by striking language requiring 180 days of instruction and replacing this language with language requiring districts and charter schools to provide at least 75,600 minutes of instruction (including intermissions and recess). The bill also allows school districts and charter schools to add minutes as necessary to compensate for minutes of instruction lost due to school closures caused by disaster, flood, extreme weather conditions, fuel curtailment, or another calamity.*

## Proposed

This exemption will provide MISD the flexibility to adjust minutes of instruction and will assist with personalizing learning to better meet individual student needs. It also has the added benefit of allowing the possibility of an altered length of a school day, which may include, for example, a later start/early release time for unforeseen incidents or to accommodate additional professional development/collaboration opportunities for professional and support staff in our district.

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**IV. Uniform School Start Date**

*(EB LEGAL) (Ed. Code 25.0811)*

## Currently

*Students may not begin school before the 4th Monday of August. However, for many years districts had the option of applying for a waiver to adopt an earlier start date. The vast majority of districts applied for the waiver and would begin the 3rd Monday, some even going as early as the 2nd Monday. The Texas tourism groups lobbied to have this stopped because they believed it was hurting their tourism business. Therefore, several years ago the legislature took away all waivers and dictated that districts may not begin until the 4th Monday, with no exceptions.*

## Proposed

This exemption will allow MISD the flexibility to make a local decision on each school year start date to best meet the needs of the students and local community. This empowers us to personalize learning, increase college and career readiness, and balance the amount of instructional time per semester. In addition, by having the flexibility at the start and end of the school year, students will be able to enroll in college courses that start in early June, thereby increasing college and career readiness. Removing the uniform start date could also allow the MISD to start classes as a short week, easing the transition for students entering kindergarten, middle school, and high school. This will also allow for more flexible professional development opportunities for our staff. MISD will not start school prior to the 2nd Monday of August.

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**V. Class Size Ratio**

*(EEB LEGAL) (Ed. Code 25.111) (Ed. Code 25.112) (Ed. Code 25.113)*

## Currently

*Kindergarten – 4th Grade classes are to be kept at a 22 student to 1 teacher ratio according to state law. When a class exceeds this limit, the district must complete a waiver with the Texas Education Agency.*

*These waivers are never rejected by TEA. This is a bureaucratic step that serves no purpose. Along with the waiver, it is required that a letter be sent home to each parent in the section that exceeds the 22:1 ratio, informing them the waiver has been submitted. Many times soon after the waiver is submitted, students move out of the district and the ratio returns to a suitable level.*

## Proposed

This exemption allows MISD the time to staff campuses with effective teachers by granting local control over class size ratios. Small class sizes enable effective teachers to provide more individualized attention to each student. Having the latitude and time to seek and hire teachers enables us to best serve students with an effective student-teacher ratio.