



May ISD
District of Innovation Plan

August 2022- August 2027

Amendment approved by Board on 4/24/2025

Authority and Background

The 84th Texas Legislature passed House Bill 1842 which allows public school districts to declare exemptions from certain provisions of the Texas Education Code by becoming a designated District of Innovation. This opportunity will allow for flexibility regarding certain state-level rules and regulation in order to transform and make improvements to better serve the students of May ISD.

The plan will remain in effect for the next five years (2022-2027). The plan may be amended at any time by the District of Innovation Committee with the approval of the school board.

May ISD Vision-Mission-Core Beliefs-Goals-Objectives

May ISD will challenge students in an educational environment designed to inspire excellence, create thought, maximize potential, instill responsible behaviors and attitudes while embracing and fostering the belief that all students can be successful in their quest of a post-secondary education or career path.

May ISD District of Innovation Timeline

DATE	ACTION
Not Needed for DOI Renewal	Board Approval of Resolution
Not Needed DOI Renewal	Public Hearing to Consider Pursuing DOI Plan
May 19, 2022	Initial district meeting
May 25, 2022	School Board approves District DOI committee
May 26, 2022	DOI Committee Meeting to Review current plan for renewal.
May 26, 2022	Post DOI Final plan for renewal for 30 Days
June 1, 2022	Notification to TEA
July 20, 2022	District Advisory Committee Public Meeting and Approval of DOI
July 20, 2022	Board Approval of DOI
April 16, 2025	DOI Committee Meeting for Amendment of current DOI
April 24, 2025	Board Approval of Amendments 5-8

District of Innovation Committee

Superintendent: Nick Heupel
Secondary Principal: Chad Dail
Business Manager: Michelle Owings
Elementary Principal: Allison Williams
Elementary Teacher: Leah Phillips
PEIMS Coordinator: Cylinda Musick
Paraprofessional: April Chambers
Secondary Teacher: Misty Landes
Parent: Melody Blankenship

Texas Education Code Exemptions

The Innovation Committee reviewed the subchapters of the Texas Education Code to determine which permissible exemptions currently inhibit the district from maximizing the educational opportunities of the students who attend May ISD. The committee believes that these exemptions will offer much needed flexibility for the District.

Statutes under Consideration

1. Uniform Start Date

(Ed. Code 25.0811)

Current Law

Students are prohibited from starting school before the 4th Monday of August. For many years, this was strictly a local decision. Districts had the option to apply for a waiver to start earlier, but the legislature took away all waivers and dictated that districts may not begin until the 4th Monday, with no exception. Charter schools are not subject to the 4th Monday of August requirement and may schedule an earlier first school day.

Rationale for Exemption

The flexibility of the start date allows the district to determine locally, on an annual basis, what best meets the needs of the students, the school, and the community. Benefits to this exemption include but are not limited to:

- Aligning school start date to accommodate college start dates for dual credit students
- Starting school mid-week in order to aid in the transition to school for students. This provides a natural break after establishing routines, procedures, and expectations before introducing rigorous academic based lessons for students transitioning to their respective campus.
- Providing a better opportunity to balance the number of days in each semester.
- Providing more instructional and accelerated instruction days prior to State mandated tests.
- Providing ongoing professional development for staff. Currently we must have most of our professional development at the beginning of the school year with less time for ongoing training during the school year.

Proposed

May ISD will not start school prior to the second Monday in August

2. Teacher Certification

Board Policy DK (Ed. Codes 21.003, 21.053)

Current Law

State law states that a person may not be employed as a teacher by a school district unless the person holds an appropriate certificate or permit issued by the appropriate state agency. With various stipulations a district can issue a district teaching certificate that is subject to approval from the commissioner. 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 request emergency certification from the Texas Education Agency and/or State Board of Educator Certification. State law also requires a district to

notify parents within 30 days when a non-certified teacher is assigned to a class for 30 consecutive instructional days.

Rationale for Exemption

Generally and in certain circumstances this system is unnecessarily restrictive and burdensome and does not take into account the unique logistical, financial and/or instructional needs of the district. The current state teacher certification requirements inhibit the district's ability to hire teachers to teach hard-to-fill, high demand, dual credit, as well as career and technical courses. May ISD is located in a rural area and the current certification rules limit the district's options to hire professionals with work related experience. May will still employ SBEC certified teachers in the areas of special education and bilingual/ESL. Benefits of this exemption would include but not be limited to:

- Allowing the local school board to establish qualifications and guidelines that are prudent and best suit the uniqueness of May ISD. Teachers would be thoroughly vetted at the local level and subjected to administration and local board approval in accordance with the open meetings requirements.
- Allowing the District to have the flexibility to utilize existing staff members to teach certain classes that other than not being certified, would be well suited to teach. This will help the District to be more efficient and offer more electives for our students.
- Utilizing local professionals, for the vast array of STEM and CATE related courses, to provide invaluable working knowledge of industry skills and standards. This could help to prepare our students for the jobs that are available in our community.

Proposed

May ISD will continue to recruit and retain highly skilled certified educators but when it is advantageous to the district to pursue a local certification the principal must specify in writing the reason for the request and document what credentials the applicant possesses. This must be presented to the superintendent for approval. Special Education and Bilingual teachers will continue to be certified according to law and will not be included in this exemption. May ISD will continue to comply with parent notifications as required by law.

Qualifications that may be considered include but are not limited to:

- Professional work experience
- Formal training and education
- Active professional relevant industry certification or registration
- Combination of work experience, training, and education
- Demonstration of successful experience working with students
- Out of state teaching certification

The superintendent will make a determination on the principal recommendation and if approved, will submit the recommendation to the board of trustees for final approval. Determinations shall be made on a case-by-case basis.

There may be instances in which a currently employed State Board of Education Certified (SBEC) teacher would be needed to teach a subject that is not covered by their SBEC certification. In the event that May ISD would need to utilize a currently employed teacher for this purpose the campus principal would make this request and justification for the request in writing to the superintendent for final approval. Considerations included in this decision may include but not be limited to:

- Past teaching assignments
- College transcript
- Teacher competency in the subject matter
- Nature and level of the assignment
- Number of classes impacted
- District and student needs

May ISD will continue to offer Chapter 21 contracts to all employees in positions requiring SBEC certifications. Teachers hired on a local certification basis will be considered at-will employees and will not be entitled to a Chapter 21 contract.

3. Contract Service Days

Board Policy DCB, (Ed. Code 21.401)

Current Law

State law currently requires educators employed on a 10-month contract to provide a minimum of 187 days of service.

Rationale for Exemption

With the passage of Ed. Code 25.081 which changed the required days of instruction to minutes, the law did not address contract days for 10-month contract employees. The determination of how many days are required to fulfill an employee's contract should be a local decision. Benefits to this exemptions include but are not limited to Teacher contracts will more closely align with the 75,600 instructional minutes required for students and also include staff development/work days. This flexibility will enable May ISD to create a climate that values the individual's time and empowers the ability to leverage that time in what will be a focus on student outcomes. This proposal may enhance teacher recruitment and also impact and improve teacher morale.

Proposed

Professional employees will not receive a reduction in pay for any reduction in the number of days in their contract because of this exemption.

4. Probationary Contracts

Board Policy DCA (Ed. Code 21.002 Subsection B)

Current Law

For experienced teachers new to the district, the probationary period may not exceed one year if the person has been employed as a teacher in public education for at least five of the previous eight years.

Rationale for Exemption

This time period is not sufficient to evaluate the teacher's effectiveness in the classroom. May ISD will have the authority to offer a probationary contract for up to the maximum amount of time allowed by law regardless of past experience with other districts. Benefits of this exemption include but are not limited to:

- Increased time for principals to evaluate new District employees with more information before having to extend a term contract.
- Allowing for a new teacher in need of assistance to get additional support rather than getting non-renewed.

Proposed

Evaluating, developing and training teachers will continue to be a priority for May ISD. May ISD will use this exemption as an opportunity to invest in our teachers new to the District.

5. Transfer Students

(FDA LOCAL) (Ed. Code 25.036)

Current Law

Currently under TEC 25.036, a district may choose to accept, as transfers, students who are not entitled to enroll in the district, but TEC 25.036 has been interpreted to require a transfer to be for a period of one school year. May ISD maintains a transfer policy under FDA (LOCAL) requiring nonresident students wishing to transfer to file a transfer application each school year. In approving transfer requests, the availability of space, and instructional staff, availability of programs and services, the student's disciplinary history records, work habit, and attendance records are also evaluated. Transfer students are expected to follow the attendance requirements, rules, and regulations of the District.

Proposed

The district is seeking exemption from the one-year commitment in accepting transfer applicants and to allow the district to rescind a transfer at any time during the school year.

Procedure

Campus principals will refer requests to rescind transfer students to the superintendent who will work with campus principals on decisions. Campus principals will make the final decision to retain or rescind a transfer student.

6. DAEP Teacher

TEC §37.008(a)(7), Board Policy FOCA (Legal))

Current Law

Mandates that school districts provide a disciplinary alternative education program that employs only teachers who meet all certification requirements.

Proposed

An exemption from this requirement would give the district flexibility in scheduling teachers and aides as needed. A district our size has very few students assigned to a DAEP setting during the school year. Employing a full-time certified teacher specifically for DEAP is not financially feasible for our district. If a student requires a DAEP placement, the district will ensure that the student is appropriately supervised and receives the instructional support necessary to succeed academically. The campus principal will ensure appropriate supervision for students assigned to DAEP by a full-time paraprofessional trained in positive behavior supports and restorative discipline practices. Students assigned to the district's DAEP will receive instructional support from appropriately certified teachers to ensure they remain on track to complete their core academic classes.

7. School District Depositories Contract

(TEC §45.205, §45.206)

Current Law

Currently, the District must renew its depository contract every two years. In accordance with the Texas Education Code, the District must use a uniform bid or proposal blank in the form prescribed by the State Board of Education

Proposed

This exception is to permit May ISD to allow the district's banking contract to be extended beyond the allowable contract term if MISD determines contract-pricing remains competitive and there is no operational or financial reason to send MISD's banking services out for bid. This exemption lessens the administrative burden related to preparing and reviewing a Request for Proposal (RFP) when there is a limited number of banking institutions available to bid on the district's business.

Term

The term for this plan is for five years unless amended or terminated earlier by the Board of Trustees in accordance with Texas Law. In the event May ISD feels other exemptions would benefit the district, community, and/or students, the Board of Trustees will follow procedures to amend the plan.

The term of this District of Innovation Plan was originally adopted on July 20, 2022 and is for five years. An amended plan was unanimously passed on April 24, 2025 by the May Board of Trustees in accordance with the law. If, within the term of this Plan, other areas of operations are to be considered for flexibility as part of HB 1842.