

## HIDALGO ISD LOCAL INNOVATION PLAN

### Timeline of Events:

**04/19/2021:** Hidalgo ISD Board took action to pursue a District Of Innovation Plan and requests for Districtwide Advisory Committee members to review proposed Amendment.

**05/20/2021:** Districtwide Advisory Committiee reviewed and approved proposed amendment.

**07/06/2021:** Proposed Local Innovation Plan posted was for public view for 30 days and Hidalgo ISD Board notified Commissioner of Education of intent to vote on Amendment.

**08/09/2021:** Board approved the Hidalgo ISD District of Innovation Plan by a unanimous vote and posted the plan on a the District website.

**08/23/2021:** Hidalgo ISD submitted the final adopted Innovation plan to the Commissioner pursuant to TEC §12A.0071(b) in addition to Form 19 TAC §102.1307(d).

### AREA OF INNOVATION

With regard to each area of innovation, the District declares exemption from the listed statutory provisions, as well as any implementing rules or regulations promulgated pursuant to those statutory provisions by any state agency or entity, including but not limited to the Commissioner of Education, Texas Education Agency, State Board for Educator Certification, and State Board of Education.

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

*Exemption from: TEC §22.004(i)*

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

### ***Manner in which statute inhibits the goals of the plan***

*TEC §22.004 (i) states that 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 Hidalgo 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. This provision is in direct contradiction to the wishes of the local Board of Trustees who represent community interests in this matter.*

*On April 19, 2021 the Board of Trustees adopted findings declaring that Texas Education Code 22.004 is not in any of the prohibited exemptions that can be included in a District's local innovation plan pursuant to Texas Education Code 12A.004 and the list of the Commissioner's prohibited exemptions in Texas Administrative Code Title 19, Chapter 102, subchapter JJ, Section 102.1309.*

***Innovation Strategies***

- a. Increased local control of the group health benefits plan to allow the District to be responsive to employee and community needs.

Term of Plan: 5 years

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:

**Exemption from TEC § 22.004(i)**