

January 23, 2018

VIA CERTIFIED MAIL AND ELECTRONIC MAIL

Mike Morath, Commissioner of Education  
Texas Education Agency  
1701 North Congress Avenue  
Austin, Texas 78701  
[commissioner@tea.texas.gov](mailto:commissioner@tea.texas.gov)

Re: Notice to the Commissioner of Education of Allen ISO Board of Trustees' Approval of Amendment to Local Innovation Plan

Dear Commissioner Morath,

In accordance with T.A.C. §102.1313, Amendment, Rescission, or Renewal which specifies:

(a) A district innovation plan may be amended, rescinded, or renewed if the action is approved by a majority vote of the district-level committee established under the Texas Education Code (TEC), §11.251, or a comparable committee if the district is exempt from that section, and a two-thirds majority vote of the board of trustees.

(1) Amendment. An amendment to an approved plan does not change the date of the term of designation as an innovation district. Exemptions that were already formally approved are not required to be reviewed,

Please be advised that the Allen ISO Board of Trustees formally unanimously approved at their January 22, 2018 board meeting the attached amendment which was approved by a unanimous vote of the District Improvement & Planning Committee at a public meeting on December 12, 2017.

As specified in §102.1313(a) (1), the exemptions that were formally approved are not required to be reviewed. Therefore, we are attaching the amendment which seeks exemption from: Texas Education Code: Chapter 21 - Educators, Section 21.401 Minimum Days of Service; and, Texas Education Code: Chapter 21 - Educators, Sec. 21.102 Probationary Contracts Also attached is TAC Fig. 19, with those exemptions marked as well.

Should you require any additional information, please contact Dr. Maroba Zoeller, Chief Governmental Relations Officer at [maroba\\_zoeller@allenisd.org](mailto:maroba_zoeller@allenisd.org).

Sincerely,

Louise Master, President  
Board of Trustees, Allen Independent School District  
[Louise\\_master@allenisd.org](mailto:Louise_master@allenisd.org)

Cc: Leah Martin, Accreditation and School Improvement, Texas Education Agency  
[Leah.Martin@tea.texas.gov](mailto:Leah.Martin@tea.texas.gov)

Enclosures: 2

PROPOSED AMENDMENT TO ALLEN ISO DISTRICT INNOVATION PLAN  
ORIGINALLY APPROVED BY BOARD, NOVEMBER 28, 2016 &  
AMENDED JUNE 27, 2017

Allen ISO has determined a need to apply for an amendment to our District Innovation Plan to allow exemptions to allow us flexibility under Section 21.401 Minimum Days of Service and Section 21.102 Probationary Contracts. Exemptions sought by this Amendment to our Local Innovation Plan:

**Texas Education Code: Chapter 21 - Educators  
Section 21.401 Minimum Days of Service**

In order to conduct the best innovative program we can for AISD students, staff and the community, AISD may want to be able to vary the days of service for educators.

**Proposed Exemption: Sec. 21.401. MINIMUM DAYS OF SERVICE**

- TEC §21.401: An educator employed under a 10-month contract must provide a minimum of 187 days of service.

**Texas Education Code: Chapter 21 - Educators  
Sec. 21.102. Probationary Contracts**

In order to conduct the best innovative program we can for AISD students, staff and the community, AISD wants to have the ability to extend the probationary contract period for teachers who have been employed as a teacher in public education for at least five of the eight years preceding employment. Extension of the probationary contract may prevent us from having to terminate experienced teachers who may need another year to adjust to "The Allen Way." Under current law, the probationary contract may not be renewed, but must be transitioned to term or the teacher's contract non-renewed. This would decrease our turnover rate and increase the number of experienced teachers.

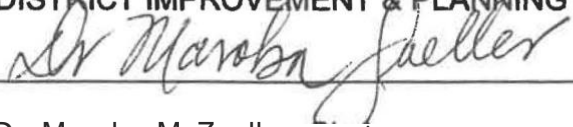
**Proposed Exemption: Sec. 21.102. PROBATIONARY CONTRACTS**

- 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.

AMENDMENT APPROVED:

DATE: December 12, 2017

**DISTRICT IMPROVEMENT & PLANNING COMMITTEE**

  
\_\_\_\_\_

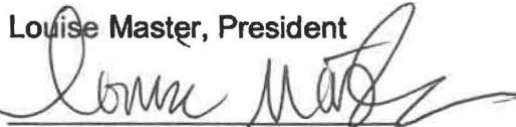
Dr. Maroba M. Zoeller, <sup>ir</sup>  
Chief Governmental Relations Officer

AMENDMENT APPROVED:

DATE: January 22, 2018

**ALLEN ISO BOARD OF TRUSTEES**

**Louise Master, President**

  
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Amy Gnad, Secretary

  
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## Figure: 19 TAC §102.1307(d)

### Innovation District

Please submit, on district letterhead, a letter to the commissioner of education stating the date that the board of trustees adopted a resolution to develop a local innovation plan for the designation of the district as an Innovation District.

A local innovation plan: must be developed for a school district before the district may be designated as an Innovation District. A local plan must provide for a comprehensive educational program for the district, which may include:

- 1) Innovative Curriculum
- 2) Instructional Methods
- 3) Community Participation
- 4) Governance of Campuses
- 5) Parental Involvement
- 6) Modifications to the school day or year
- 7) Provisions regarding the district budget and sustainable program funding
- 8) Accountability and assessment measures that exceed the requirements of state and federal law; and
- 9) Any other innovations prescribed by the board of trustees.

A local innovation plan must identify requirements imposed by the Education Code that inhibit the goals of the plan from which the district should be exempted on adoption of the plan. The local innovation plan should specify the manner in which a particular statute inhibits one or more goals of the plan. Please use the form below to check the statutes specifically identified in your district's local innovation plan as inhibiting a goal of the plan. Checking a specific statute does not necessarily indicate eligibility for an exemption from all subsections of the statute. The local innovation plan controls with regard to the specific exemptions adopted by a district. The form below provides a reporting mechanism to fulfill the reporting requirements of the statute. Entire sections of code may not be eligible for exemption and each district should consult its legal counsel in developing its innovation plan.

Exemptions claimed for an Innovation District apply only to the specific provision of the Texas Education Code (TEC) cited, which may or may not be governed by a separate legal requirement. The exemption does not relieve the district of any requirement imposed by other state or federal law or a duty imposed under federal regulation, grant compliance, agency rule applicable to a charter school or a local legal requirement. Each district should consult its legal counsel to ensure adoption of necessary local policies to ensure compliance with all applicable legal requirements.

Please note that this is not an exhaustive list of exemptions.

Tenn of Plan: 2017-18 to 2021-22 - Amends Allen ISD Local Innovation Plan filed November 29 2016

Plan applies to:  Entire District

1. Campus (list) \_\_\_\_\_

Other (please describe) \_\_\_\_\_

## **Chapter 11 - School Districts**

### **Subchapter D. Powers and Duties of Board of Trustees of Independent School Districts**

- § I 1.1511 (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
- § 21.003 I Failure to Obtain Certification; Contract Void

### **Subchapter 8 - 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

### **X Subchapter C - Probationary Contracts:**

Section 21.102

- 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 D
- § 21.354 Appraisal of Certain Administrators
- § 21.3541 Appraisal and Professional Development System for Principals

### **Subchapter I - Duties and Benefits**

- § 21.40 I Minimum Service Required
- § 2 I .402 Minimum Salary Schedule for Certain Professional Staff
- § 2 I .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**

- §44.03 1 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**

- §44.90 1 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: