



**GRADY INDEPENDENT SCHOOL DISTRICT**  
**3011 US HWY 176**  
**LENORAH, TEXAS 79749**  
(432) 459-2445

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Leandro Gonzales  
Superintendent

Michelle Schreiner  
Principal

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## **District of Innovation 2024-2029**

House Bill (HB) 1842, passed during the 84th Legislative Session, permits Texas public school districts to become Districts of Innovation and to obtain exemption from certain provisions of the Texas Education Code. To qualify, an eligible school district must adopt a five-year innovation plan according to the Texas Education Code.

Grady ISD is utilizing HB 1842, of the 84th Legislative Session, in order to have more local control in certain areas. HB 1842 allows traditional public schools to have some of the same local flexibility that public charter schools have always been allowed. We feel this is an opportunity for our district to modify certain areas based upon the needs of our students and community.

Once approved by the Commissioner of Education, the Local School Board, and the District of Innovation Committee, this plan will be in effect for the 2024-2025 school year through the 2028-2029 school year. This plan may be amended at any time by the committee with approval of the Board of Trustees.

## **Grady ISD District of Innovation Renewal Timeline**

February 19, 2024--	Committee forms to review prior DOI and make suggestions for amendments
February 26, 2024--	Final version of the plan is posted on the District website for 30 days
February 26, 2024--	Superintendent notifies TEA of the intent to renew the DOI plan
March 25, 2024 –	Public hearing held DOI committee votes to approve DOI
April 15, 2024 --	Board votes to adopt the final DOI  Board notifies commissioner of intent to approve plan  Board submits a list of exemptions to the commissioner
April 22, 2024 –	District provides a copy of the local DOI plan to TEA
2024-2025 --	Beginning school year
2028-2029 --	Ending school year

### **Uniform Start Date**

#### Exemption:

TEC 25.0811 and 25.0812 First day of Instruction (Starting before the 4<sup>th</sup> Monday of August) and Last Day of Instruction (Ending before May 15<sup>th</sup>) (EB Legal)

#### Plan:

The calendar will be reviewed annually to determine what is best for students and the community, and school start and end dates will be set accordingly.

#### Benefits:

- Allows more balanced 6-weeks and semester schedules
- Increases instructional time prior to administration of STAAR exams
- Allows for teacher planning days during the instructional calendar
- Allows district to determine locally, on an annual basis, what best meets the needs of the students and the local community

### **Teacher Certification**

#### Exemption:

TEC 21.002 Teacher Employment Contracts and TEC 21.003 Certification Required (DK Legal and DL Local)

#### Plan:

In order to best serve the students in Grady ISD, decisions on certification will be determined locally.

- A certified teacher may teach a subject(s) out of his or her field of certification.
  - The principal must submit to the superintendent a written request to allow a certified teacher to teach a subject(s) out of his/her field(s) of certification.
  - The principal must specify the reason for the request.
  - The principal must identify any credentials the teacher possesses that would qualify the individual to teach the subject.

- An individual with experience in a CTE field could be eligible to teach a vocational skill or course through a local teaching certificate.
  - The principal will submit the request to the superintendent with all of the individual's credentials.
  - The superintendent will then approve the request if he/she feels the individual could be an asset to the students and the program.
  - The superintendent will report this action to the Board of Trustees prior to the individual beginning any employment
  - The employee will be at-will.
- The superintendent may approve teaching certificates from states other than Texas.
  - The superintendent will report this action to the Board of Trustees prior to the individual beginning any employment.
  - The teacher will be given a probationary contract until he/she acquires a Texas teacher certification.
  - Note-Special Education and Bilingual teachers must continue to be SBEC certified.

#### Benefits:

- Provide more flexibility in scheduling
- Provide more class options for students
- Provide industry certified and/or trade professionals to teach specialized certification areas
- Provide opportunity to employ part-time professionals to teach specialty courses
- Provide more realistic requirements for professionals to transition from industry to teaching
- Streamline hiring process for out-of-state teachers

### **Teacher Contract Days**

#### Exemption:

TEC 21.401 Minimum Service Required (teachers on 10 month contract must provide a minimum of 187 days of service) (DCB Legal and DCB Local)

#### Plan:

Teacher contract days will be reduced in order to match the adopted school calendar.

Benefits:

- Provide teachers more flexibility during the summer months to seek out beneficial staff development that relates to their field
- Daily rate will be consistent with a 187-day contract
- Part of the calendar planning process will be to determine the number of teacher contract days; contract days will not exceed 187 days but may be lessened based upon the needs of district

**Inter-District Transfers**

Exemption:

TEC 25.036 District transfers are for an entire school year (FDA Legal and FDA Local)

Plan:

The superintendent may revoke a student's transfer status at any time during the school year if the student is assigned disciplinary consequences such as suspension (in school or out of school), placement at the DAEP, or expulsion, or repeatedly disrupts the educational process.

In addition, students not meeting the State's 90% attendance standard may also be subject to immediate revocation of the student's transfer status.

Benefits:

- Allows Grady ISD the flexibility to revoke a student's transfer status if, on rare occasion, a transfer student violates policy
- Allows Grady ISD to better utilize school resources and time for the benefit of the district.

**Teacher Probationary Contracts**

Exemption:

TEC 21.102(b) DCA (Legal) A probationary contract 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 proceeding employment with the district.

Plan:

The superintendent may recommend that Grady ISD extend an experienced teacher's probationary contract for a second year after the teacher completes his or her first year in the district.

Benefit:

- Provides Grady ISD more flexibility in determining a teacher's instructional skills in the classroom, his or her overall fit for the community, and the effectiveness of his or her interaction with students

### **Class Size Waiver**

Exemption:

TEC 25.111 Student/Teacher Ratios TEC 25.112 Class Size TEC 25.113 Notice of Class Size State law requires districts to maintain an average student-teacher ratio at most of 20:1 for average daily attendance. Kindergarten-4<sup>th</sup> grade classes are to be kept at 22:1 student-teacher ratio. If the number exceeds the 22:1 ratio, the parents are to be notified and a waiver must be filed with TEA.

Plan:

In the event that a K-4 classroom at Grady ISD exceeds the 22:1 ratio, the district will not have to file a waiver with TEA or notify parents.

In the event that a classroom at Grady ISD exceeds the 20:1 ratio, the district will not have to file a waiver with TEA or notify parents.

Benefit:

- Provides Grady ISD relief from filing waivers if enrollment forces the ratio over the state minimum.

### **Disciplinary Alternative Education Program**

Exemption:

TEC 37.008 FOCA Legal Requires each school district to provide a disciplinary alternative education program that: (7) employs only certified teachers who meet all certification requirements under Subchapter B, Chapter 21

Plan:

Grady ISD will locally house DAEP for students with available staff or trained substitutes.

Benefit:

- Allows Grady ISD to utilize resources currently available

### **Site-Based Decision Making and School Health Advisory Committee**

Exemption:

TEC 11.251 TEC 11.252 TEC 28.004 BQ Legal BQ Local BQA Legal BQA Local BDF Legal FFA Local

Plan:

In place of the SBDM and SHAC, a Superintendent's Advisory Council (SAC) will be established, and will meet, review, analyze, and respond to both qualitative and quantitative data regarding the district's success and, most importantly, student success. This council will convene no less than two times per year and generate the general direction of district resources and efforts

Benefits:

- Allows Grady ISD to be exempt from the site-based process and the school health advisory committee and its many accompanying requirements
- Allows stakeholders involvement that meets the needs and demands of the district
- Reduces the number of meetings and number of committees required by law
- Provides the opportunity for one council to address a multitude of needs as opposed to requiring members of our small staff to attend numerous meetings throughout the year

**Retire/Rehire Minimum Salary**

Exemption:

TEC 21.002 TEC 21.402(a) TEC 21.415 School district shall employ each classroom teacher, principal, librarian, nurse, or school counselor under a probationary contract, a continuing contract, or a term contract. School district must pay each classroom teacher, full-time librarian, full time school counselor the state minimum salary schedule.

Plan:

Grady ISD superintendent will be permitted to negotiate a salary and benefits with any TRS retired educator before employment.

Benefit:

- Allows Grady ISD to hire an eligible retired educator at a cost less than the TEA mandated state minimum salary plus the additional surcharges required for insurance and TRS