

INTER-DISTRICT TRANSFERS

Currently, under Texas Education Code §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. *TEC §25.036*

BENEFIT OF EXEMPTION

Troup 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 habits, and attendance records are also evaluated. Transfer students are expected to follow the attendance requirements, rules, and regulations of the district. TEC §25.036 has been interpreted to establish the acceptance of a transfer as a one-year commitment by the district. The district is seeking to eliminate the provision of a one-year commitment in accepting transfer applicants. In rare circumstances, student behavior warrants suspension (in or out of school), placement in a disciplinary alternative program, or expulsion. In addition, student attendance may fall below the TEA truancy standard. In these rare cases, Troup ISD would benefit from an exemption from the one-year transfer commitment.

INNOVATION STRATEGY

Non-resident students who have been accepted as inter-district transfer students at Troup ISD may have such transfer status revoked by the superintendent at any time during the year if the student receives multiple office referrals, is assigned discipline consequences of suspension (in or out of school), placement in a disciplinary alternative education program, or expulsion. In addition, students not meeting the State's 90% attendance standard may also be subject to immediate revocation of the transfer status.

TEACHER CERTIFICATION

According to TEC 21.003, a person may not be employed as a teacher, teacher intern, teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit. In order for a teacher to provide instruction for a course that is outside of his/her certified teaching field, the District is required to submit a request to TEA. An educator who does not hold a valid certificate may not be paid for teaching or work done before the effective date of issuance of a valid certificate. A school district that assigns an inappropriately certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days during the same school year shall provide written notice of the assignment to a parent or guardian of each student in that classroom. *TEC §21.003, §21.053*

BENEFIT OF EXEMPTION

As a small school district, it is sometimes difficult to find qualified applicants for certain fields. When an applicant is unavailable, it occasionally becomes necessary for a teacher to instruct a course outside of his/her certified teaching field. Certification waivers are rarely if ever rejected by TEA, making this an additional bureaucratic step that does not serve to benefit the District in any way. Troup ISD would benefit from the flexibility to hire full time employees with appropriate experience as determined by local criteria to instruct classes for which we do not have and are unable to find certified teachers. Adding to the benefit of this exemption is the flexibility that would be afforded to the District in the implementation of House Bill 5, which added significant emphasis for the need to expand college and career opportunities for students. However, this call for increased opportunities does not adequately accommodate the special challenges faced by school districts as they seek to employ individuals with certification in specialized areas of instruction. Districts must often compete with industries that pay substantially more than education. In addition, industry professionals interested in education often face increased costs from participation in alternative certification programs. An example of an area where this exemption would be useful is with hiring professionals to teach Career and Technical Education classes because it is particularly difficult to find educators who meet the certification specifications required to teach these classes. The District's desired and most sought after option would be to hire a qualified applicant with the appropriate TEA certification. While this exemption would be exercised in a limited way for specific situations, it would allow the District to recruit

teachers with a strong knowledge base, including individuals from certain trades and or vocations with industry knowledge and real world experience.

INNOVATIVE STRATEGY

In the event that the District is unable to find a certified teacher, the following procedures would be implemented:

1. In exceptional circumstances, when a certified educator is not available, the campus principal may submit a request for a district permit to the superintendent for an educator who meets one of the following locally determined criteria:
 - a. Formal Training and Education
 - b. Professional Work Experience
 - c. Relevant Industry License, or Certification,
 - d. Any combination of work experience, training, education, or industry related credentials related to the subject matter he/she will be teaching.

If approved, the educator will be eligible to teach the course(s) through a district permit. All candidates would be carefully considered to ensure the individual has sufficient education and expertise to provide instruction necessary to meet the Texas Essential Knowledge and Skills (TEKS) for the course(s) to be taught. Once suitability for employment has been confirmed, the campus principal will make a request for a district permit to the superintendent and will make all credentials available to the superintendent. The superintendent will have the authority to recommend the hiring of this individual to the Board of Trustees using a district permit and the employee will be employed on an at-will contract. A teacher certification waiver, state permit application, or other paperwork will not be submitted to the Texas Education Agency.

