

## District of Innovation Frequently Asked Questions

1. **Why is the District considering the proposed exemptions?**  
NEISD sought to take advantage of the District of Innovation (DOI) process to provide maximum flexibility in two areas of specific need. These are solely in the areas of Uniform Start Date and Teacher Certifications in High Need Areas of Career and Technical Education and World Languages (Example: Japanese Language Teacher, Welding Teacher, American Sign Language, etc.).
2. **Would faculty/staff have to work longer hours or more days in a school year?**  
No. The District will not implement the Uniform Start Date exemption for the purpose of altering the language in or application of teacher contracts.
3. **Will being a District of Innovation change Teacher Contract Days?**  
No.
4. **Will this designation require us to alter existing teacher contracts?**  
No.
5. **Why would NEISD want to consider starting school early?**  
The Texas Legislature has mandated that classes will not start earlier than the 4<sup>th</sup> Monday in August. Those years in which the 4<sup>th</sup> Monday falls late in the month creates unbalanced semesters. DOI would allow us the opportunity to better balance the days per semester.
6. **Will employees lose their “Duty Free Lunch?”**  
No.
7. **Will the district hire Non-Certified teachers in ALL Content Areas?**  
No. The flexibility will only be given to secondary teaching needs related to Career and Technical Education and World Languages. Parents will continue to be notified any time there is an uncertified teacher of record.
8. **If NEISD becomes a District of Innovation, can the Board make changes and adopt other practices that were not recommended by the committee?**  
Not without a majority vote from the DEIC and two-thirds majority vote of the Board of Trustees (§TEC 12A.003) for each change.
9. **Will the NEISD Board adopted 2018 - 2019 Calendar change?**  
No.