WOODSON INDEPENDENT SCHOOL DISTRICT

Proposed District of Innovation Plan

2026-2031

Expanded draft for District Improvement Team review

Be the Best You Can Be

Introduction

Texas Education Code Chapter 12A permits an eligible school district to adopt a local innovation plan that identifies specific statutory requirements that inhibit local educational goals. Woodson Independent School District seeks to renew its designation and preserve broad local authority to respond to the needs of students, employees, families, and the community.

This expanded plan intentionally identifies a broad range of exemptions. Inclusion of an exemption preserves local flexibility for the term of the plan even when Woodson ISD continues to follow the existing state procedure in daily practice. The district will not implement a materially different local practice until the Board of Trustees adopts or confirms the applicable LOCAL policy, or the superintendent adopts a written administrative procedure within delegated authority.

Nothing in this plan waives federal law, constitutional protections, a requirement outside the Texas Education Code, a condition of a grant or voluntary state program, or a requirement that applies to open-enrollment charter schools or is otherwise prohibited by TEC Chapter 12A or 19 TAC Chapter 102, Subchapter JJ.

Term

The proposed term is five calendar years. Effective date: November, 2026. Expiration date: November, 2031. The final dates must be confirmed from the Board's renewal action and may not exceed five calendar years.

Comprehensive Educational Program

- Maintain a locally designed instructional calendar, including Woodson's four-day school week, while meeting all nonexemptible funding, assessment, and instructional requirements.
- Recruit, assign, develop, support, and retain effective educators in a rural labor market.
- Provide flexible academic pathways, acceleration, dual credit, career and technical education, and student support.
- Reduce duplicative administrative processes and direct limited resources toward instruction and student services.
- Preserve meaningful local oversight, transparent decision-making, employee safeguards, parent participation, student safety, and responsible stewardship.

Summary of Claimed Exemptions

Area	Education Code exemptions claimed
Governance and planning	11.1511(b)(5), 11.1511(b)(14), 11.162, 11.251, 11.252, 11.253, 11.255
Educator employment and assignment	21.002, 21.003, 21.0031, 21.051, 21.053, 21.055, 21.102
Appraisal, compensation, calendars, and employee provisions	21.352, 21.353, 21.354, 21.3541, 21.401, 21.402, 21.4021, 21.4022, 21.403, 21.4031, 21.4032, 21.404, 21.405, 21.406, 21.408, 21.409, 21.415, 21.451, 21.452, 21.458
Other employee provisions	22.001, 22.002, 22.003, 22.004(i), 22.006, 22.007, 22.011
Students and calendar	25.036, 25.081, 25.0811, 25.0812, 25.083, 25.092, 25.111, 25.112, 25.113, 25.114

Area	Education Code exemptions claimed
Parent procedures and academics	26.0062, 26.011(a)-(b), Chapter 26A, 28.022(a)(1), 28.023(c), 28.0252, to the extent legally exemptible
Counseling and libraries	33.006, 33.025, 33.026, 33.027
Purchasing and finance	44.031, 44.0331, 44.0352, 44.042, 44.043, 44.047, 44.901, 44.902, 44.908, 45.205, 45.206, 45.207, 45.208, 45.209

The district expressly does not claim exemptions from TEC 21.0032, 21.057, 21.407, 28.004, any provision of Chapter 37, or any other provision prohibited by current law.

I Board Duties and Local Governance

Exemption from: TEC 11.1511(b)(5) and 11.1511(b)(14)

Manner in which the statute inhibits the goals of the plan: Prescriptive assignments of particular board duties can duplicate local planning and auditing systems in a single-campus district.

Innovation strategy: The Board may organize goal-setting, performance review, and internal audit oversight through locally adopted processes that fit Woodson's size and governance structure.

Local safeguards: The Board retains fiduciary oversight, public accountability, open-meeting compliance, annual goal review, and all nonexemptible audit duties.

II School Uniforms

Exemption from: TEC 11.162

Manner in which the statute inhibits the goals of the plan: A prescribed election and implementation process can delay a locally supported uniform or standardized-dress decision.

Innovation strategy: The Board may adopt, revise, suspend, or discontinue a local uniform or standardized-dress program after reasonable stakeholder input.

Local safeguards: Any program will address affordability, religious expression, disability accommodations, and student due process.

III District and Campus Planning

Exemption from: TEC 11.251, 11.252, 11.253, and 11.255

Manner in which the statute inhibits the goals of the plan: Separate district and campus planning structures duplicate work in a single-campus K-12 district and can divert limited personnel from implementation.

Innovation strategy: The District Improvement Team may serve as the district and campus planning body and may integrate improvement, dropout-prevention, federal-program, and safety planning into coordinated meetings and documents.

Local safeguards: Membership will preserve meaningful representation of parents, community members, business representatives, teachers, and other required stakeholders. Required public hearings and federal-program consultation remain in place.

IV Educator Contracts

Exemption from: TEC 21.002

Manner in which the statute inhibits the goals of the plan: Uniform state contract classifications can limit the district's ability to structure positions that combine instructional, administrative, coaching, dual-credit, or specialized duties.

Innovation strategy: The Board may establish local contract types and terms that clearly describe duties, compensation, renewal status, and due-process expectations.

Local safeguards: No existing employee contract will be changed retroactively. The district will use written agreements and comply with all nonexemptible employment, discrimination, reporting, and criminal-history requirements.

V Educator Assignment and Certification

Exemption from: TEC 21.003, 21.0031, 21.053, and 21.055, subject to TEC 21.0032

Manner in which the statute inhibits the goals of the plan: Rural hiring conditions can prevent the district from filling hard-to-staff CTE, enrichment, dual-credit, elective, and specialized assignments with otherwise qualified people.

Innovation strategy: The superintendent may approve a local teaching assignment based on education, experience, industry credentials, demonstrated content knowledge, and the needs of students. The district may use local permits or assignments where current law allows.

Local safeguards: Woodson will comply with TEC 21.0032 and 21.057. Beginning in 2027-28, DOI flexibility will not be used for foundation-curriculum classroom teachers unless a commissioner-approved delay applies. Special education, bilingual/ESL, prekindergarten, and other nonexemptible certification requirements remain controlling. Locally assigned teachers will receive mentoring, observations, and instructional support.

VI Field Experience and Educator Internships

Exemption from: TEC 21.051

Manner in which the statute inhibits the goals of the plan: Uniform field-experience structures may limit partnerships with educator-preparation programs and placement opportunities in a small rural district.

Innovation strategy: Woodson may create local observation, internship, residency, and clinical-teaching arrangements that align with campus capacity and student needs.

Local safeguards: All placements require district approval, supervision, confidentiality protections, criminal-history compliance, and adherence to applicable preparation-program and certification rules.

VII Probationary Contracts

Exemption from: TEC 21.102

Manner in which the statute inhibits the goals of the plan: A one-year probationary period may not provide enough evidence to evaluate an experienced educator who is new to Woodson before statutory contract timelines require a decision.

Innovation strategy: The district may issue an experienced employee a probationary contract for up to two years as permitted by local policy.

Local safeguards: Evaluation, notice, nondiscrimination, and all other nonexemptible due-process requirements remain in effect.

VIII Teacher and Administrator Appraisal

Exemption from: TEC 21.352, 21.353, 21.354, and 21.3541

Manner in which the statute inhibits the goals of the plan: Uniform appraisal components and timelines may not fit combined assignments, a four-day calendar, local professional-growth priorities, or Teacher Incentive Allotment implementation.

Innovation strategy: The district may use a locally developed appraisal system or modify state systems, including local schedules, observation frequency, evidence sources, and growth measures.

Local safeguards: The local system will provide written criteria, training, timely feedback, multiple measures, an appeal process, and all evidence required for TIA or other programs in which the district participates.

IX Employee Service Days

Exemption from: TEC 21.401

Manner in which the statute inhibits the goals of the plan: A fixed 187-day minimum may not align with the four-day calendar or locally designed professional learning.

Innovation strategy: The Board may approve fewer service days without reducing the annual salary stated in an employee's contract and may establish local work calendars by position.

Local safeguards: Contracts and calendars will clearly communicate required days and duties. Daily-rate calculations will follow applicable law and local policy.

X Minimum Salary and Service Records

Exemption from: TEC 21.402, 21.4021, 21.4022, 21.403, 21.4031, and 21.4032, only to the extent exemptible

Manner in which the statute inhibits the goals of the plan: Prescriptive compensation, service-credit, and record procedures can restrict local salary design, hard-to-fill incentives, combined assignments, and prompt payroll decisions.

Innovation strategy: The Board may adopt a locally competitive compensation system, service-credit rules, salary placement procedures, and records practices.

Local safeguards: The district will not pay below any nonexemptible minimum, impair an existing contract, or disregard TRS, TIA, grant, federal, or charter-applicable requirements. Material compensation changes require Board approval and employee notice.

XI Planning and Preparation Time

Exemption from: TEC 21.404

Manner in which the statute inhibits the goals of the plan: A fixed daily planning structure can conflict with block schedules, testing, student travel, staff shortages, and a four-day week even when teachers receive meaningful planning time over a two-week period.

Innovation strategy: Planning time may be combined or divided across the two-week period and may include collaborative team planning, data review, and individual preparation.

Local safeguards: The district will ordinarily provide at least 450 minutes of planning within each two-week period and will not routinely replace planning time with unrelated duties.

XII Duty-Free Lunch

Exemption from: TEC 21.405

Manner in which the statute inhibits the goals of the plan: A uniform daily requirement can be difficult during emergencies, staffing shortages, special events, testing, travel, or supervision needs in a small district.

Innovation strategy: The district may temporarily adjust duty-free lunch schedules or provide equivalent time or compensation under local procedures.

Local safeguards: A regular duty-free lunch remains the district's normal practice. Repeated or long-term changes require administrative review and a documented operational need.

XIII Religious Observance Leave

Exemption from: TEC 21.406

Manner in which the statute inhibits the goals of the plan: A prescribed compensation mechanism may not align with the district's local leave system or four-day calendar.

Innovation strategy: The Board may address religious-observance absences through local leave, flexible scheduling, substitution, or other lawful arrangements.

Local safeguards: Woodson will provide reasonable religious accommodation and will not discriminate based on religion or require an employee to forfeit protected rights.

XIV Professional Association Rights and Temporary Disability Leave

Exemption from: TEC 21.408 and 21.409

Manner in which the statute inhibits the goals of the plan: Uniform procedures may not fit local payroll, leave, communication, and staffing systems.

Innovation strategy: The Board may establish local procedures for association-related communications and temporary disability leave while continuing existing practices unless a local policy is adopted.

Local safeguards: The district will protect lawful association activity, prohibit retaliation, provide written leave procedures, and comply with FMLA, ADA, pregnancy, military-leave, and other nonexemptible protections.

XV Employment Contract Procedures

Exemption from: TEC 21.415

Manner in which the statute inhibits the goals of the plan: Prescriptive contract procedures may delay staffing decisions or conflict with local electronic systems and combined assignments.

Innovation strategy: The district may establish local contract issuance, acceptance, delivery, and recordkeeping procedures.

Local safeguards: All contracts will be written, accessible to the employee, approved by authorized officials, and administered consistently with nonexemptible due-process requirements.

XVI Professional Learning Leave and Mentors

Exemption from: TEC 21.451, 21.452, and 21.458

Manner in which the statute inhibits the goals of the plan: Prescriptive content, schedules, leave arrangements, and mentor qualifications can prevent a small staff from using the most relevant training and strongest available mentor.

Innovation strategy: Woodson may determine local professional-development content, frequency, delivery, documentation, developmental-leave arrangements, mentor selection, and mentor assignments.

Local safeguards: Training required by other law, safety rules, grants, or chosen programs remains mandatory. Mentors will be selected based on effectiveness, experience, content knowledge, leadership, and the needs of the beginning educator.

XVII Employee Dues Compensation Assignment and Personal Leave

Exemption from: TEC 22.001, 22.002, and 22.003

Manner in which the statute inhibits the goals of the plan: Uniform deduction, assignment, and leave procedures can limit local payroll efficiency and the design of competitive benefit packages.

Innovation strategy: The Board may establish local procedures for payroll deductions, compensation assignment, and personal leave, including electronic authorization and local leave options.

Local safeguards: Existing written authorizations and accrued leave will be honored. Changes will be prospective, communicated in writing, and consistent with contracts and nonexemptible wage laws.

XVIII Employee Health Coverage

Exemption from: TEC 22.004(i)

Manner in which the statute inhibits the goals of the plan: Restrictions on alternative group health coverage may prevent the district from selecting a more affordable or locally responsive plan.

Innovation strategy: The Board may evaluate and select lawful alternative group health coverage if it offers appropriate access, benefits, financial stability, and value.

Local safeguards: No change will occur without actuarial and legal review, employee communication, Board approval, compliance with contractual obligations, and a documented transition plan.

XIX Jury Service Retirement Incentives and Charitable Contributions

Exemption from: TEC 22.006, 22.007, and 22.011

Manner in which the statute inhibits the goals of the plan: Uniform administrative procedures may not align with local leave, staffing, payroll, or incentive systems.

Innovation strategy: The Board may establish local procedures for jury-service absences, retirement incentives, and voluntary charitable deductions or campaigns.

Local safeguards: Employees will not be penalized for lawful jury service, coerced to retire, or pressured to contribute. Any incentive will be written, voluntary, financially reviewed, and applied consistently.

XX School Calendar and School Day

Exemption from: TEC 25.081, 25.0811, 25.0812, and 25.083

Manner in which the statute inhibits the goals of the plan: Uniform start and end dates, daily schedules, and interruption rules limit the four-day calendar, dual-credit alignment, professional learning, testing, extracurricular travel, and timely schoolwide communication.

Innovation strategy: The Board may set local first and last instructional dates; organize instructional minutes across a four-day week; schedule early release, professional learning, and make-up time; and permit necessary announcements or interruptions.

Local safeguards: The district will meet all nonexemptible Chapter 48 funding and operational-minute requirements, publish the calendar in advance, preserve instructional quality, and comply with state assessment and attendance rules.

XXI Nonresident Student Transfers

Exemption from: TEC 25.036

Manner in which the statute inhibits the goals of the plan: A one-year commitment can prevent the district from responding when a transfer student or parent materially violates the written transfer agreement.

Innovation strategy: The district may revoke or decline to renew a transfer under written local standards addressing attendance, academics, conduct, false information, capacity, program availability, and unpaid obligations.

Local safeguards: The district will provide notice and a local review process and will comply with all nonexemptible Chapter 37, nondiscrimination, special-program, and student-protection requirements.

XXII Attendance for Course Credit or Final Grade

Exemption from: TEC 25.092

Manner in which the statute inhibits the goals of the plan: A fixed percentage can deny credit to a student who demonstrates mastery after illness, family hardship, school activity, work-based learning, or another documented circumstance.

Innovation strategy: An attendance committee or administrator may award credit after an individualized attendance-recovery or mastery plan and may consider multiple measures of learning.

Local safeguards: Compulsory attendance, truancy, UIL eligibility, state testing, and teacher grading authority remain unchanged. Decisions will be documented and applied consistently.

XXIII Student Teacher Ratios and Class Size

Exemption from: TEC 25.111, 25.112, 25.113, and 25.114

Manner in which the statute inhibits the goals of the plan: Automatic waiver filings, fixed ratios, and notices may not improve instruction when enrollment changes quickly and adding a full section is impractical.

Innovation strategy: The superintendent may approve local class sizes and student-teacher ratios based on age, course, student need, safety, facilities, staffing, and available instructional support.

Local safeguards: The superintendent will notify the Board when a K-4 core class exceeds 22 students or a PE class exceeds the state ratio, monitor student outcomes, and add support or adjust staffing when needed.

XXIV Instructional Plans and Course Syllabi

Exemption from: TEC 26.0062

Manner in which the statute inhibits the goals of the plan: Prescriptive content, posting, revision, and timing requirements can create duplicative work and restrict teachers from adjusting instruction promptly to student needs.

Innovation strategy: The district may use locally designed instructional-plan and syllabus formats, posting methods, update schedules, and parent-access procedures.

Local safeguards: Parents will continue to have meaningful access to instructional materials and course expectations. Teachers may update instruction responsively, and the district will comply with all nonexemptible parental-rights, curriculum, assessment, and public-information requirements.

XXV Parent Teacher Conferences

Exemption from: TEC 28.022(a)(1), to the extent legally exemptible

Manner in which the statute inhibits the goals of the plan: A uniform requirement for two scheduled in-person parent-teacher conference opportunities can be difficult to administer in a small rural district with a four-day calendar, long travel distances, work schedules, and families who prefer other effective forms of communication.

Innovation strategy: Woodson may establish a locally designed parent-teacher communication and conference schedule, including a regular district conference opportunity, additional conferences when student performance or parent concerns warrant them, and in-person, telephone, video, or other documented communication methods that reasonably serve the family and student.

Local safeguards: The district will provide meaningful opportunities for parent-teacher communication, timely notice of unsatisfactory performance, reasonable access to teachers, and additional meetings when needed. Counsel will confirm the precise scope of any exemption and its interaction with all remaining notice and parental-rights requirements before final adoption.

XXVI Grade Point Average Calculation

Exemption from: TEC 28.0252 and related commissioner rules, to the extent legally exemptible

Manner in which the statute inhibits the goals of the plan: A statewide GPA calculation method may not reflect Woodson's locally developed grading practices, advanced coursework, dual-credit pathways, career and technical education, fine arts, or the needs of a small rural high school.

Innovation strategy: Woodson may retain or adopt a local GPA calculation and weighting method that recognizes the district's approved honors, advanced placement, dual-credit, OnRamps, career and technical education, fine arts, and other locally designated rigorous coursework, subject to annual review and Board approval.

Local safeguards: The district will maintain a written GPA policy, apply it consistently by student cohort, preserve transcript accuracy and class-rank procedures, and comply with any nonexemptible statutory or commissioner requirements. Counsel will confirm the effect of the final §74.3001 rule and identify any required provisions before final adoption.

XXVII Grievances and Extracurricular Participation

Exemption from: TEC 26.011(a)-(b) and Chapter 26A, including 26A.001 and 26A.002, to the extent legally exemptible.

Manner in which the statute inhibits the goals of the plan: Prescribed review levels, deadlines, records, and reporting procedures can duplicate administrative work. Requiring Board review of routine extracurricular-participation disputes, including disputes framed solely as local-policy violations, can shift operational decisions away from the administrators closest to the activity.

Innovation strategy: The Board may adopt local grievance procedures governing filing periods, review levels, hearings, records, and decision timelines. For complaints concerning a student's participation in athletics, fine arts, clubs, or other extracurricular activities, the Board may designate the superintendent or designee as the final local reviewer of routine participation decisions, including playing time, team or role selection, assignments, and activity expectations. Where legally permissible, an allegation solely of a local-policy violation will not automatically require Board review. The Board may retain discretionary review under local policy. This exemption reserves that option; the district will continue its existing grievance procedure until a revised LOCAL policy is adopted.

Local safeguards: Parents and students will receive notice of the applicable complaint process and a meaningful opportunity for administrative review. The district will prohibit retaliation, require appropriate recusal, maintain a written decision and record, and protect confidentiality. This provision does not waive substantive parental or student rights, IDEA, Section 504, Title IX, constitutional protections, applicable UIL requirements, or any nonexemptible right to a hearing or appeal. Complaints alleging a statutory, constitutional, discrimination, disability, or safety violation will be routed through the procedure required by applicable law. Counsel will confirm the scope of TEC 26.011(a)-(b) and its interaction with nonexemptible TEC 11.1511(b)(13) before final posting.

XXVIII Credit by Examination

Exemption from: TEC 28.023(c), only to the extent legally exemptible

Manner in which the statute inhibits the goals of the plan: A uniform score or procedure can prevent the district from recognizing demonstrated mastery through multiple valid measures.

Innovation strategy: The district may establish a local mastery standard and consider approved examinations, portfolios, performance tasks, industry credentials, dual-credit evidence, or other reliable measures when awarding credit or acceleration.

Local safeguards: The district will preserve state graduation, transcript, assessment, special-population, and parental-notice requirements. Counsel will confirm the precise exemptible subsection before final adoption.

XXIX School Counselor Work Time

Exemption from: TEC 33.006

Manner in which the statute inhibits the goals of the plan: A fixed percentage is difficult in a small district where a counselor also supports testing, accountability, scheduling, college and career planning, crisis response, and family consultation.

Innovation strategy: The superintendent or principal may assign additional duties and organize counseling services according to annual student needs.

Local safeguards: The district will prioritize direct and indirect student services, ensure reasonable student access to counseling, and review the counselor's time allocation each year.

XXX School Library Advisory Council

Exemption from: TEC 33.025

Manner in which the statute inhibits the goals of the plan: Mandatory council formation, membership formulas, petition procedures, and operating requirements can duplicate existing parent and community involvement and strain a small district's capacity.

Innovation strategy: Woodson may use its existing District Improvement Team, a locally appointed review committee, professional library staff, administrators, or another locally designed process rather than a separate statutory library advisory council.

Local safeguards: Library procedures will remain consistent with applicable state library standards. Parents and community members will retain meaningful opportunities for input, and any local committee will follow applicable open-meeting requirements when required by law.

XXXI Acquisition of Library Materials

Exemption from: TEC 33.026

Manner in which the statute inhibits the goals of the plan: Individual Board approval and prescribed public-posting timelines can delay routine acquisition, replacement, donation, and access to age-appropriate educational resources.

Innovation strategy: The Board may delegate selection and acquisition decisions to trained staff under Board-adopted collection-development standards, approved budgets, and local review procedures.

Local safeguards: The district will maintain a searchable catalog, publish clear selection criteria, provide reasonable transparency, follow applicable library standards, and preserve parents' rights to review and challenge materials.

XXXII Challenges to Library Materials

Exemption from: TEC 33.027

Manner in which the statute inhibits the goals of the plan: A single statewide process may not fit a small district's staffing, meeting calendar, or existing local reconsideration procedures.

Innovation strategy: The district may use a locally adopted, timely reconsideration process with an initial professional review, written findings, parent participation, and an appeal to the superintendent or Board as provided by local policy.

Local safeguards: No challenged material will be handled in retaliation for a parent's viewpoint. The process will protect student access, age appropriateness, confidentiality, due process, and all nonexemptible parental rights.

XXXIII Purchasing and Contracting

Exemption from: TEC 44.031, 44.0331, 44.0352, 44.042, 44.043, 44.047, 44.901, 44.902, and 44.908

Manner in which the statute inhibits the goals of the plan: Prescriptive purchasing methods, preferences, notices, contract structures, and specialized procedures can delay urgent work, reduce competition in a rural market, and add cost without improving value.

Innovation strategy: The Board may adopt local purchasing thresholds, solicitation methods, evaluation criteria, cooperative-purchasing procedures, product preferences, contract forms, energy procedures, AED purchasing methods, and approval authority designed for Woodson's size and market.

Local safeguards: The district will retain segregation of duties, conflict-of-interest disclosures, budget controls, Board reporting, competitive practices when practical, documentation of best value, and all federal, grant, bond, safety, audit, criminal, and nonexemptible state requirements. The current statutory purchasing threshold will be observed unless counsel confirms a lawful local alternative.

XXXIV School Depository Contracts

Exemption from: TEC 45.205, 45.206, 45.207, 45.208, and 45.209

Manner in which the statute inhibits the goals of the plan: Prescribed solicitation, selection, term, extension, and transition timelines may not fit limited rural banking competition.

Innovation strategy: The Board may use a locally approved competitive process, extend a satisfactory depository relationship, negotiate services, or adjust timelines to protect district operations and obtain best value.

Local safeguards: All funds will remain secured, invested, collateralized, reported, and audited as required by nonexemptible law. Board approval, conflict-of-interest safeguards, and written evaluation of value will be maintained.

Implementation of Reserved Flexibility

The exemptions above are effective upon lawful adoption of this plan. Woodson ISD may continue following a state procedure voluntarily until a local alternative is needed. Before using a materially different practice, the district will complete the following steps unless the plan section already supplies the complete operating procedure:

- Confirm that the exemption remains lawful and that no later statute specifically applies to a district of innovation.
- Identify the student, staffing, financial, or operational need for the local alternative.
- Adopt or update the applicable LOCAL policy or written administrative regulation.
- Communicate the change to affected employees, parents, students, vendors, or community members.
- Maintain documentation showing the decision, safeguards, implementation date, and responsible administrator.

Amendment Renewal and Termination

This plan may be amended, rescinded, or renewed in accordance with TEC Chapter 12A and 19 TAC Chapter 102, Subchapter JJ. The District Improvement Team and Board will review all sections during renewal. Any amendment or renewal requires the votes and notices then required by law.

Approval Record

Action	Date	Vote or evidence
Final proposed plan approved by District Improvement Team	_____9/22/26_____	___11___ in favor ___0___ opposed
Final proposed plan posted for at least 30 days	_____10/1/26_____	Website URL and dated proof retained
Plan adopted by Board of Trustees	_____	_____ in favor _____ opposed
Plan link and exemption list submitted to TEA	_____	Submission confirmation retained