

7. **Counselor Work Time**

Exemption from: TEC 33.006(d) – (h)

Relevant Board Policies: DP LEGAL, LOCAL

Manner in which statute inhibits the goals of the plan

TEC 33.006 subsections (d) – (h) places restrictions on the duties that can be fulfilled by school counselors, requires policy adoption and annual review by the school board, and limits contracting options with counselors in the District. KCISD wishes to maintain flexibility in its school counseling and guidance program by waiving compliance with the requirement of TEC 33.006(d) that a counselor spend 80 percent of total work time on duties identified by statute, as well as removing burdens imposed by subsections (e) – (h) related to policy adoption, annual review, and counselor employment contracts.

The requirements of TEC 33.006(d) – (h) impede the District's ability to meet the ever-changing needs of its students and school operations by restricting the ability of KCISD counselors to fulfill other important roles throughout the District, including but not limited to, special education and 504 monitoring, scheduling, and student assessment. While it is still the intent and goal of KCISD that its certified counselors focus on the school counseling program, temporal restrictions and time logging/tracking requirements, which would be necessary to confirm strict adherence to an 80/20 duty allocation, are an ineffective use of employee time and impedes the District's ability to use its counseling staff in a variety of roles to best serve the needs of KCISD students and community.

Innovation Strategies

- a. The District will exercise local discretion in determining the additional duties fulfilled by certified counselors in the District, by taking into account each individual counselor's professional education, certifications, experience, and knowledge, and will also consider the specific needs of the students and staff on each campus.
- b. The District will exercise local discretion in determining how counselors allocate their work time to perform all duties, including those duties that are not identified in TEC 33.006, enabling the District to meet student needs and address local challenges as they arise.