

EMPLOYMENT PRACTICES  
TERM CONTRACTS

DCB  
(LEGAL)

ELIGIBLE EMPLOYEES	<p>The District may employ under a term contract:</p> <ol style="list-style-type: none"><li>1. A principal.</li><li>2. A supervisor.</li><li>3. A classroom teacher.</li><li>4. A school counselor.</li><li>5. Any other full-time professional employee who is required to hold a certificate issued under Education Code Chapter 21, Subchapter B [see DK(EXHIBIT)].</li><li>6. A nurse.</li></ol>
EXCLUSIONS	<p>Education Code Chapter 21, Subchapter E (relating to term contracts) does not apply to a person who is not entitled to a probationary, continuing, or term contract under Education Code 21.002 [see DC(LEGAL) at CONTRACT EMPLOYEES], an existing contract, or District policy. <i>Education Code 21.201(l)</i></p>
PROBATIONARY CONTRACT PREREQUISITE	<p>Before a person may be employed under a term contract, the person must be employed under a probationary contract for the period provided by Education Code Chapter 21, Subchapter C [see DCA].</p>
EXCEPTION	<p>The District may employ a person as a principal or classroom teacher under a term contract if the person has experience as a public school principal or classroom teacher, respectively, regardless of whether the person is being employed by the District for the first time or whether a probationary contract would otherwise be required under Education Code 21.102.</p> <p><i>Education Code 21.202(b)</i></p>
CONTRACT TERMS	<p>A term contract must be in writing and include the terms of employment prescribed by Education Code Chapter 21, Subchapter E. The Board may include other provisions in a term contract that are consistent with that subchapter. Each term contract is subject to the approval of the Board.</p> <p>The Board shall provide each term contract employee with a copy of the employee's contract.</p> <p><i>Education Code 21.204(a)-(d)</i></p>
MAXIMUM DURATION	<p>Once an employee has completed the probationary contract period, the duration of a term contract may not exceed five school years. <i>Education Code 21.205</i></p>
EMPLOYMENT POLICIES	<p>If the District has a website, the District shall place the Board's employment policies on that website. At each school in the District,</p>

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the Board shall make a copy of the employment policies available for inspection at a reasonable time on request.

On request, the Board shall also provide each term contract employee with a copy of the employment policies.

*Education Code 21.204(d)*

PROPERTY INTEREST

An employee does not have a property interest in a term contract beyond its term. *Education Code 21.204(e)*