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| <b>Term Contracts</b>                 | Unless employed under a probationary contract [see DCA] or a continuing contract [see DCC], a school district shall employ each classroom teacher, principal, librarian, nurse, or school counselor under a term contract as provided by Education Code Chapter 21, Subchapter E. <i>Education Code 21.002(a)</i>   |
| <b>Definition</b>                     | In this policy, “teacher” means: <ol style="list-style-type: none"><li>1. A superintendent;</li><li>2. A principal;</li><li>3. A supervisor;</li><li>4. A classroom teacher;</li><li>5. A school counselor;</li><li>6. Any other full-time professional employee who is required to hold a certificate issued under Education Code Chapter 21, Subchapter B [see DK(EXHIBIT)]; or</li><li>7. A nurse.</li></ol> |
| <b>Exclusions</b>                     | In this policy, the term “teacher” does not include a person who is not entitled to a probationary, continuing, or term contract under Education Code 21.002, an existing contract, or district policy.<br><br><i>Education Code 21.201(1)</i>  |
| District-Required Certification       | If a district requires a person, by policy, job description, or contract, to hold a certificate issued under Education Code Chapter 21, Subchapter B, the district is required to employ the person under a term contract as provided by Education Code Chapter 21, Subchapter E. <i>Fields v. Alief Indep. Sch. Dist., Tex. Comm’r of Educ. Decision No. 006-R10-10-2014 (2015)</i>                            |
| <b>Probationary Contract Required</b> | Before a teacher may be employed under a term contract, the teacher must be employed under a probationary contract for the period provided by Education Code Chapter 21, Subchapter C [see DCA]. <i>Education Code 21.202(a)</i>  |
| Exception                             | 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. <i>Education Code 21.202(b)</i>      |
| <b>Contract Terms</b>                 | 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.

The board shall provide each term contract employee with a copy of the employee's contract.

*Education Code 21.204(a)–(d)*

**Maximum Duration**

Once an employee has completed the probationary contract period, the duration of a term contract may not exceed five school years. *Education Code 21.205*

**Employment Policies**

If the district has a website, the district shall place the board's employment policies on that website. At each school in the district, 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)*