

EMPLOYMENT PRACTICES
TERM CONTRACTS

DCB
(LOCAL)

**Preamble:
Transformation of
Policy Regarding
Term of Contracts**

In support of the District's goal to improve human capital and given that a substantial portion of the District budget is used to pay employee salaries, we, the HISD Board of Education, believe that in order to make the biggest impact on improving student performance, we must transform the ways in which the District attracts, retains, and compensates high-quality staff. Specifically, decisions regarding probationary, term, and continuing contracts must include review and consideration of value-added data. ~~It is our belief that persistent or significantly negative value-added data is unacceptable.~~

~~Research has reinforced the significant influence teachers have on student achievement. Specifically, research shows that a significant percent of the variance in student academic progress levels is attributed to the classroom teacher (Ballou, D., Sanders, W., and Wright, P. "Controlling for Student Background in Value Added Assessment of Teachers." *Journal of Educational and Behavioral Statistics*, Spring 2004, Vol. 29, No. 1, pp. 37–65). Furthermore, in a comprehensive study on teacher impact, data indicate that students who start third grade at about the same level of mathematics achievement finish fifth grade mathematics at dramatically different levels depending on the quality of their teachers. (Haycock, Kati. "Good Teaching Matters...A Lot." *Education Trust*. Thinking K–16, Vol. 3, Issue 2, 1998).~~

**Categories of
Educator
Employment
Contracts**

Chapter 21 of the Texas Education Code requires that teachers, nurses, school counselors, librarians, and other full-time professional employees who are required to hold a certificate be employed on a contract.

There are three types of contracts that are permitted by the Education Code—probationary contracts, continuing contracts, and term contracts; the District utilizes all three types of contracts.

1. **Probationary contract:** All teachers, prior to being issued a continuing or term contract, must be placed on a probationary contract. This contract may not be for a term exceeding one school year, but may be renewed for two additional years, unless the teacher has been employed as a teacher in public education for at least five of the last eight school years, in which case the probationary period is limited to one year.
2. **Continuing contract:** Teachers issued a continuing contract prior to November 1, 1996, and who are currently employed by the District shall remain on a continuing contract. Effective November 1, 1996, the District ceased issuing continuing contracts.

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3. **Term contract:** Upon completion of the probationary period, teachers may be issued a term contract as described at DCC(LOCAL). Term contracts may be issued for a time period of one, two, or three years. If no action is taken to nonrenew a contract at the end of the term, then the contract is automatically renewed for an additional year.

Eligible Positions

The Board may employ by term contracts, as authorized by Education Code 21.002 and 21.201, the following categories of full-time certified professional employees: certified central office and campus administrators, teachers, school counselors, and librarians, and full-time nurses.

**Non-Chapter 21
“Performance
Contracts”**

In addition, several alternative “performance contracts,” not governed by Chapter 21 of the Education Code, shall be available for specific categories of employees, in accordance with DCE(LOCAL).

Grandfather Clauses
Contracts

Administrators employed before the cut-off dates established in DCE(LOCAL), who declined a performance contract, shall continue to receive term contracts as governed by the provisions of Chapter 21 of the Education Code.

The District, in its decisions regarding probationary, continuing, and term contracts, shall consider student performance and value-added data in its decisions regarding term contracts.

Continuing
Contracts Retained

Any District employee hired under a continuing contract prior to November 1, 1996, shall remain under a continuing contract as long as the employee remains in the same contractual position. [See also DCC(LEGAL) and (LOCAL)]

Policies relating to employment by educator term contract [see [the DCB and DFB-series](#)] do not apply to employees on continuing contracts.