

**TEXAS SCHOOL FOR THE DEAF**

**EMPLOYMENT PRACTICES:  
TERM CONTRACTS**

**DCB**

**ELIGIBLE EMPLOYEES**

Unless employed under a probationary contract (see DCA the School may employ under a term contract:

1. A principal.
2. A supervisor.
3. A classroom teacher.
4. A school counselor.
5. A school nurse
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)].

**EXCLUSIONS**

Education Code Chapter 21, Subchapter E (relating to term contracts) the term teacher does not apply to a person who is not entitled to a probationary, or term contract under Education Code Chapter 21. [see DC at CONTRACT EMPLOYEES].

*Education Code 21.201(l)*

**SCHOOL  
REQUIRED  
CERTIFICATIONS**

If the school requires a person by policy, job description or contract to hold a certificate issued under Education Code Chapter 21, Subchapter B, the School is required to employ the person under a term contract as provided by Education Code Chapter 21, Subchapter E. *Tex. Comm'r of Educ. Decision Fields v. Alief Independent School District/, Decision No. 006-R10-10-2015*

**PROBATIONARY  
CONTRACT PREREQUISITE**

Before a term contract may be issued, the employee must be employed under a probationary contract for the period provided by Education Code Chapter 21, Subchapter C [see DCA].

**EXCEPTION FOR  
PRINCIPAL OR  
CLASSROOM  
TEACHER**

The School 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 School for the first time or whether a probationary contract would otherwise be required under Section 21.102.

*Education Code 21.202(b)*

**CONTRACT TERMS**

A term contract shall 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 employee with a copy of the employee's contract.

*Education Code 21.204(a)(b)(c)(d)*

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**MAXIMUM DURATION** Once the probation period has been completed, the duration of a term contract shall be one school year.

*Education Code 21.205*

**EMPLOYMENT POLICIES** The School shall place the Board's employment policies on its website. Copies of the policies are available for inspection at the School's Human Resources office and/or copies will be provided upon request.

*Education Code 21.204(d)*

**PROPERTY INTEREST** There is no property interest in a term contract beyond its term.

*Education Code 21.204(e)*

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