

EMPLOYMENT PRACTICES  
PROBATIONARY CONTRACTS

DCA  
(LEGAL)

PERSONS UNDER  
PROBATIONARY  
CONTRACTS

Except as provided below, each of the following persons shall be employed under a probationary contract when the person is employed by the District for the first time or if the person has not been employed by the District for two consecutive school years subsequent to August 28, 1967:

1. Principal.
2. Supervisor.
3. Classroom teacher.
4. Counselor.
5. Other full-time professional employee who is required to hold a certificate issued under Education Code Chapter 21, Subchapter B.
6. Nurse.

EXCEPTIONS  
REHIREES

A person who previously was employed as a teacher by the District, and after at least a two-year lapse in District employment returns to District employment, may be employed under a probationary contract.

PRINCIPAL OR  
CLASSROOM  
TEACHER

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 Section 21.102.

*Education Code 21.101, 21.102(a), 21.202(b)*

TERM OF CONTRACT

A probationary contract may not be for a term exceeding one school year.

MAXIMUM

A probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years, except that the probationary period may not exceed one year for a person who has been employed as a teacher in public education for at least five of the eight years preceding employment by the District.

EXCEPTION

A probationary contract period may be extended beyond the third consecutive year of employment if, during the third year of the probationary period, the Board determines that it is doubtful whether a continuing contract or a term contract should be given. If the Board makes such a determination, the District may make a probationary contract for a term ending with the fourth consecutive school year.

*Education Code 21.102*

EMPLOYMENT PRACTICES  
PROBATIONARY CONTRACTS

DCA  
(LOCAL)

This policy shall be applicable to all District employees hired after December 14, 2006.

REQUIRED

Unless limited to a single full-year probationary contract based on years of experience, all professional employees in positions eligible to receive probationary contracts must complete at least three full one-year probationary contracts before they shall be eligible to receive a term contract.

LATE HIRES

Professional employees in positions eligible to receive probationary contracts who are hired 30 days after the first day of instruction shall receive probationary contracts; however, no portion of service under that contract shall fulfill any portion of the probationary contract period required for issuance of a term contract in accordance with this policy.