

Reduce Contract Wording in Section 5.1. Salary

January 20, 2015

BOARD GOAL:

Human Resources...In pursuit of excellence, the district will:

- recruit, select, employ and retain teachers in every classroom because of substantive experience in the discipline they teach, rather than in auxiliary functions
- maintain a diverse workforce with respect to qualifications, expertise, and commitment to excellence

SUMMARY:

This item requests approval of reducing contract wording in Section 5.1 on both the probationary and term contracts issued by Denton ISD. The exclusion of the highlighted verb age in these contracts eliminates the perception that exempt professional employees may be required by supervisor to work on non-contracted days. The fear is teachers could be required by their principals to work weekends or holidays based on the current wording in Section 5.1 Salary as stated in both probationary and term contracts.

PREVIOUS BOARD ACTION:

- The Board reviewed and adopted local policies as recommended by TASB policy consultant in spring 2014.

BACKGROUND INFORMATION:

- See attached probationary and term contracts. Note: Section 5.1. Salary. Remove highlighted verb age only.

SIGNIFICANT ISSUES:

- Eliminates anxiety of employees having to work non-contracted days without additional compensation.

FISCAL IMPLICATIONS:

- None

BENEFIT OF ACTION:

- Removing this language will not change the terms of employment - professional contract employees will still be expected to get their work done even if it means working nights and weekends. And the district will still be restricted to the number of duty days designated for the position (after the penalty free resignation date).

PROCEDURAL AND REPORTING IMPLICATIONS:

- None

PUBLIC COMMENT RECEIVED:

- The concern about the contract verb age was initially brought to the Superintendent's office and then to Human Resources by the Texas State Teachers Association.

ALTERNATIVES:

- None

OTHER COMMENTS:

- Other districts have made this change, notably Dallas ISD according to TSTA.

SUPERINTENDENT'S RECOMMENDATION:

The superintendent recommends that the highlighted verb age in Section 5.1. Salary within both probationary and term contracts be removed.

STAFF PERSONS RESPONSIBLE:

Dr. Jamie Wilson, Superintendent of Schools

Dr. Richard Valenta, Assistant Superintendent of Human Resources

ATTACHMENT:

Probationary Contract

Term Contract

APPROVAL:

Signature of Staff Member Proposing Recommendation: _____

Comments: _____

Signature of Divisional Assistant Superintendent: _____

Comments: _____

Signature of Superintendent: _____

Comments: _____