



## **NORTH EAST INDEPENDENT SCHOOL DISTRICT**

Date: January 7, 2026

Presenter: Rudy Jimenez,  
Chyla Whitton,  
Executive Director,  
Human Resources

Subject: Termination of Chapter 21  
Term Contract Employee

Related Page(s): None

### **ACTION ITEM**

#### **BACKGROUND INFORMATION**

Texas Education Code § 21.251 requires a teacher who wishes to challenge a proposed termination of a term contract to notify the Commissioner of Education and the Board of his or her desire for a hearing within fifteen calendar days of receipt of the notice. In this case, the teacher filed an appeal within the applicable deadline and the hearing was held on December 11, 2025. The independent hearing examiner (IHE) issued his opinion which included his findings of fact and conclusions of law based on the record evidence presented during the hearing, on December 30, 2025. Therefore, the Board of Trustees may proceed with a vote to immediately terminate the teacher's contract.

#### **ADMINISTRATIVE CONSIDERATION**

Formal approval of the termination of a Chapter 21 term contract employee by the Board of Trustees is required.

#### **BUDGETARY CONSIDERATION**

None

#### **ADMINISTRATIVE RECOMMENDATION**

It is recommended that the Board of Trustees of the North East Independent School District approve the termination of the identified employee Chapter 21 term contract discussed in executive session, and notify the employee of the action, which is based upon the finding that good cause exists for such termination.

#### **BOARD ACTION REQUIRED**

Approval/Disapproval