

**Approval of Superintendent's Authority Over Contractual Employment and
Ratification of Employment Contracts
May 10, 2022**

SUMMARY:

On April 26, 2022, the Board of Trustees granted the Superintendent authority to approve contractual personnel from April 1 to September 30. In the current DC(LOCAL) policy, the Superintendent is given authority to employ contractual personnel from June 1 to August 31. This approval will extend the time in which the Superintendent has final authority to offer employment, and ratify any contracts approved by the Superintendent since April 26, 2022. The Superintendent will continue to inform the Board of any persons offered a term contract under this authority, and the Board shall take appropriate action.

PREVIOUS BOARD ACTION:

The Board discussed and verbally approved this action item at the April 26, 2022 Board meeting.

BACKGROUND INFORMATION:

TASB Policy DC(LOCAL) focuses on District employment practices. It has been proposed to revise this policy to grant the approval being sought in this action item as a permanent policy change.

SIGNIFICANT ISSUES:

Approval of this action will affirm that the personnel contracts granted by the Superintendent since April 1, 2022 will be accepted.

BENEFIT OF ACTION:

In order to hasten the hiring of teachers during a time of an unprecedented shortage of candidates, this hiring authority will allow the Superintendent to attain classroom teachers as needed from April 1, 2022 through September 30, 2022. At that point, the superintendent will retain such authority pursuant to Board Policy DC(LOCAL).

PROCEDURAL AND REPORTING IMPLICATIONS:

The Superintendent will continue to inform the Board of any persons offered a term contract under this authority, and the Board shall take appropriate action.

ALTERNATIVES:

None proposed at this time.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends the Board affirm the Superintendents authority to execute employment contracts for classroom teachers and term employees and ratifies any contracts previously approved by the Superintendent.

PERSONS RESPONSIBLE:

James K. Wilson III, Superintendent
Deron Robinson, General Counsel

ATTACHMENT:

None