

Discussion and consider approval of the revision of  
Uvalde CISD DCB (LOCAL) Policy  
March 10, 2025

1. Board Goal:

DOMAIN 4: Alignment of Financial Well Being with Student Achievement

2. Background:

Upon reviewing contracts for the 2025-2026 school year, it was identified that there were inconsistencies for the type of contracts that employees were issued. In addition, these inconsistencies did not always align with board policy DCB (LOCAL) - Employment Practices: Term Contracts as it is currently written. If DCB (LOCAL) is revised as recommended, then DCE (LOCAL) - Employment Practices: Other Types of Contracts will need to be added to the District's policy manual. It is prudent to implement practices that align with District policies and issue Chapter 21 contracts with consistency utilizing best practices.

3. Process:

DCB (LOCAL) is being revised to increase consistency and better align to District practices when decisions are made to provide employees with contracts governed under Chapter 21 of the Education Code (Texas Education Code). Revising the policy will help the District only issue Chapter 21 contracts that are required by law which include certified, full-time employees such as principals, assistant principals, teachers, school counselors, diagnosticians, librarians, athletic directors, nurses, and full-time professional employees in other positions for which the District requires current SBEC (State board for Education Certification) certification. Under the current DCB (LOCAL), the District currently requires some District administrator groups to receive Chapter 21 contracts. In practice, some of the groups outlined in the policy have Chapter 21 contracts, while many of them do not. In addition, some new positions are not included in the policy. The addition of DCE (LOCAL) policy will provide clear guidance to administration for groups who the board approves shall receive non-Chapter 21 contracts.

In summary, updating the District's DCB (LOCAL) and DCE (LOCAL) will improve equity across employee groups, ensure consistency, streamline best practices for issuing contracts, and potentially improve overall talent management.

4. Fiscal Impact:

None

5. Recommendation:

Approve the revised DCB (LOCAL) Policy and add DCE (LOCAL) Policy

6. Required: A second reading is not required for this policy.

7. Contact Person: Dr. Josie Gutierrez