



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: January 7, 2026

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

Subject: TEA Hearing Examiner's
Recommendation Issued in
Chapter 21 Term Contract
Employee's Termination Case

Related Page(s): None

ACTION ITEM

BACKGROUND INFORMATION

A formal hearing was conducted by a Texas Education Agency-appointed Independent Hearing Examiner (IHE) on December 11, 2025, concerning the proposed termination of a Chapter 21 term contract employee. This hearing was held in accordance with the applicable provisions of the Texas Education Code, including § 21.256. Following due consideration of the complete record evidence presented during the hearing, the IHE has issued a formal opinion. This opinion includes a recommendation to the Board of Trustees of the North East Independent School District to adopt the findings of fact and conclusions of law included therein and to enter an order consistent with the IHE's recommendation, wherein he found that good cause exists to terminate the employee's contract.

The Board shall consider the recommendation and record of the hearing examiner at the first board meeting for which notice can be posted in compliance with Chapter 551, Government Code, following the issuance of the recommendation.

ADMINISTRATIVE CONSIDERATION

The Texas Education Code § 21.259 requires the Board of Trustees to formally adopt, modify, or reject the IHE's recommendation.

BUDGETARY CONSIDERATION

None

ADMINISTRATIVE RECOMMENDATION

It is recommended that the Board of Trustees of the North East Independent School District adopt the independent hearing examiner's conclusions of law, including a determination regarding good cause for termination for the identified Chapter 21 term contract employee.

BOARD ACTION REQUIRED

Approval/Disapproval