

6. Educator Contract Days

Texas Education Code 21.401 MINIMUM SERVICE REQUIRED

Except as provided by Subsection (c-1), an educator employed under a 10-month contract must provide a minimum of 187 days of service.

Exemption from: TEC §21.401 Minimum Service Required

Related Board Policies: Employment Practices – DC Legal, DC Local

Employment Practices Term Contracts – DCB Legal, DCB Local

Compensation and Benefits - DEA Legal, DEA Local

EB (Legal)

Manner in which statute inhibits the goals of the Plan:

The statute allows no local flexibility to reduce contract days and compensation of educators employed under a 10-month contract to support the exploration of potential budgetary savings in an attempt to avoid more drastic solutions like considering a possible reduction in force.

Innovation Strategies

- a. Relief from the statute will allow the Judson ISD to develop a calendar of contract days for educators resulting in:
 - Immediate and measurable cost savings to the District by allowing the Board to consider reducing each employee's work schedule and compensation
 - The ability for equitable and shared sacrifice to find budgetary savings by sharing the possible reduction in work schedule and compensation among all District employees
 - Preservation of core programming and staff
 - No impact on instructional time, as the number of instructional days will not be impacted by this innovation
- b. JISD will have local flexibility to reduce contract days and compensation of all employees to support the exploration of potential budgetary savings.