

Dual Contract for Teacher/Coach

February 23, 2016

SUMMARY:

- This item requests approval to issue dual contracts for all teachers/coaches currently employed under a term teaching contract with At-Will coaching duties. Furthermore, requests approval to issue dual contracts to all teachers/coaches hired hereafter.

PREVIOUS BOARD ACTION:

- The Board reviewed and adopted local policies as recommended by TASB policy consultant in spring 2014. Contract language was approved by the Board through this process but did not include the approval of dual teacher/coach contracts.

BACKGROUND INFORMATION:

- Denton ISD currently issues a dual teacher/coach probationary contract. Once the probationary period is over, the contract moves to a term teacher contract with an At-Will status for coaching duties.

SIGNIFICANT ISSUES:

- Dual Contracts for teachers/coaches necessitate the employee to give up both teaching and coaching when terminating either position because the dual contract is tied to both positions.

FISCAL IMPLICATIONS:

- None

BENEFIT OF ACTION:

- Permits principal discretion with the Full-Time Equivalent (FTE) teacher/coach who wants to quit coaching and remain in a teaching position. A Dual teacher/coach contract affords the principal the opportunity to control the full teacher unit; otherwise, the teacher/coach could give up their "At Will" coaching duties and remain in the contracted teaching position. That scenario limits flexibility for the principal to replace that coaching assignment.

PROCEDURAL AND REPORTING IMPLICATIONS:

- Human Resources would communicate the change in contracts to all current coaches possessing a term contract. Coaches with a continuing contract would see no change because the nature of that contract cannot be changed. All new coaches would be issued the dual contract.

PUBLIC COMMENT RECEIVED:

- N/A

ALTERNATIVES:

- Continue issuing term contracts to coaches for their teaching assignment while coaching assignments remain At-Will.

OTHER COMMENTS:

- N/A

SUPERINTENDENT'S RECOMMENDATION:

- The superintendent recommends that all current teachers/coaches with a term contract be issued a dual teacher/coach contract for the 2016-17 school year. Furthermore, all newly hired teachers/coaches be offered a dual teacher/coach contract hereafter.

STAFF PERSONS RESPONSIBLE:

- Dr. Jamie Wilson, Superintendent of Schools
- Dr. Richard Valenta, Deputy Superintendent
- Dr. Robert Stewart, Assistant Superintendent of Human Resources

ATTACHMENT:

- Term Contract
- Dual Term Contract

APPROVAL:

Signature of Staff Member Proposing Recommendation: _____

Comments: _____

Signature of Divisional Assistant Superintendent: _____

Comments: _____

Signature of Superintendent: _____

Comments: _____