

Contract Service Days/Minimum Service Required

Current Law:

Sec. 21.401. MINIMUM SERVICE REQUIRED. (b) Except as provided by Subsection (c-1), an educator employed under a 10-month contract must provide a minimum of 187 days of service. (c-1) If a school district anticipates providing less than 180 days of instruction for students during a school year, as indicated by the district's academic calendar, the district may reduce the number of days of service required by this section proportionately. A reduction by the district does not reduce an educator's salary.

Innovation Strategy:

With the passage of §25.081, which changed the required days of instruction to minutes, the law did not address contract days for 10-month contract employees. The determination of how many days are required to fulfill an employee's contract should be a local decision.

Benefits of Exemption:

This exemption will allow Devine ISD the flexibility to alter teacher contract days with no effect on teacher salaries. This stems from an attempt to provide flexibility to better align teacher service days to instructional days.

1. If contract days are reduced, this will increase the daily rate the district pays teachers.
2. This exemption should enhance teacher recruitment, putting the district on a more level playing field with larger districts.
3. This exemption should significantly improve teacher morale.
4. This exemption will provide teachers more opportunities during the year to seek out beneficial staff development that relates to their field.