



## NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: December 9, 2024

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

Subject: Proposed Recommendation  
For Termination of Chapter 21  
Probationary Contract Employee(s)

Related Page(s): None

### **ACTION ITEM**

#### **BACKGROUND INFORMATION**

In accordance with the Texas Education Code § 21.104(a) and Board Policy DFAA (Legal) "Any probationary contract employee may be discharged at any time for good cause as determined by the board. "Good cause" is the failure to meet the accepted standards of conduct for the profession as generally recognized and applied in similarly situated school districts in this state."

#### **ADMINISTRATIVE CONSIDERATION**

Formal approval of the proposed recommendation for termination of Chapter 21 Probationary contract employee(s) by the Board of Trustees is required.

#### **BUDGETARY CONSIDERATION**

Money is budgeted each year in the appropriate accounts for potential Chapter 21 hearings before Hearing Examiners.

#### **ADMINISTRATIVE RECOMMENDATION**

It is recommended that the Board of Trustees of the North East Independent School District approve the proposed termination of the identified employee(s) Chapter 21 Probationary contract(s) discussed in executive session and notify the employee(s) of the proposed action to include the grounds for the action.

#### **BOARD ACTION REQUIRED**

Approval/Disapproval