



BOARD OF SCHOOL TRUSTEES

KELLER INDEPENDENT SCHOOL DISTRICT

**8B. Action**

**Date: May 28, 2009**

**SUBJECT: APPROVAL OF DUAL ASSIGNMENT CONTRACTS**

**BOARD GOAL: The Keller Independent School District will recruit, develop, and retain a diverse highly qualified staff.**

**FISCAL NOTE: None**

**Background Information:**

- Keller ISD currently employs coaches under a supplemental agreement that is at-will and not part of the regular teacher employment contract with the district.
- The coach may resign one or more of the coaching assignments or the district may reassign or terminate one or more duties at any time.
- Coaches are paid a stipend from a Board approved stipend list that includes payment for all duties, responsibilities and extra time the assignment(s) may require.
- Coaches are typically hired for their expertise in a supplemental area in addition to their expertise in the classroom.
- Dual-assignment contracts would enable the district to effectively assess proficiency in the classroom as well as in the area of supplemental expertise.

**Administrative Considerations:**

- New coaches for 2009-10 would be offered a dual assignment contract.
- Existing coaches would be offered the opportunity to accept a dual assignment contract.
- Employees on a dual assignment contract would be formally evaluated both as a teacher and as a coach and would be required to be proficient in both assignments for continued employment.

**Communication Deployment:**

- Board Meeting Minutes
- Group and/or individual meetings with affected staff

+++++

**The Administration recommends the Board of Trustees approve the issuance of Dual Assignment Contracts.**

Respectfully submitted,

Penny Benz, Assistant Superintendent for Human Resources