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## **CISD Board Agenda Item Synopsis**

### **Subject: Administrator Contract Recommendations 2025-2026**

#### **Background Information:**

Probationary Contract: DCA (LEGAL) - When an Administrator is employed by Celina ISD for the first time, they are employed under a probationary contract. A probationary contract may not be for a term exceeding one school year. A probationary contract may be renewed for two additional one-year periods, for a maximum permissible probationary contract period of three school years.

Term Contract: DCB (Legal)(Local) – After an Administrator completes the probationary period, he or she must be moved to a term contract. A term contract must be in writing and include the terms of employment prescribed by Education Code Chapter 21, Subchapter E, and is subject to the approval of the Board.

Both probationary and term contracts guarantee the administrator employment for the period of the contract. The main difference between a term and probationary contract is the due process right in the term contract.

Non-Chapter 21 Contracts: DCE (Legal)(Local) –The District issues Non-Chapter 21 Contracts to certain classes of administrators who are not required to hold educator certification. Non-Chapter 21 Contracts have no due process rights beyond the term of employment except for the grievance process.

#### **Goals:**

- X 1. We will provide and support a safe, civil and collaborative culture.
- X 2. We will continuously provide and support effective teaching in every classroom.
- 3. We will provide and support a guaranteed and viable curriculum.
- 4. We will continue to foster a love of reading and commit to continual growth in childhood literacy.
- 5. We will foster strong numeracy skills and commit to continual growth in math success.
- 6. We will provide targeted strategies and practices to prepare students for post-secondary education, career readiness, and military participation.
- X 7. We will attract, recruit, develop, and retain high-quality professional staff.

**Budgetary Impact: N/A**

**Recommendation:**

**Submitted by:**

*Dr. Jason Johnston*

*Sr. Chief*

**Recommended by:**

*Tom Maglisceau, Ph.D.*

*Superintendent*

**Meeting Date: March 24, 2025**