

EMPLOYMENT PRACTICES  
TERM CONTRACTS

DCB  
(LOCAL)

**Contracts Required  
by Law**

After any applicable probationary contract period required by the District, term contracts governed by Chapter 21 of the Education Code (educator term contracts) shall be provided to:

1. Any employees in positions required by statute to receive such contracts, including SBEC-certified employees serving full-time as principals, assistant principals, teachers, school counselors, diagnosticians, librarians, and athletic directors;
2. Full-time professional employees in other positions for which the District requires current SBEC certification; and
3. Full-time nurses.

**No Certification  
Required**

Educator term contracts shall also be provided for the following positions for which neither SBEC nor the District requires current SBEC certification: director of parent and community engagement and chief financial officer.

**Exceptions**

A term contract employee who is assigned to or employed in a position other than one of those listed in this policy shall continue to be eligible to receive a term contract. All term contracts remain subject to nonrenewal in accordance with the requirements of DFBB(LEGAL) and DFBB(LOCAL).

At an employee's option, he or she may resign from a term contract and accept employment as an at-will employee.