

***Killeen Independent School District
Board Agenda Item Action Sheet***

Date: April 8, 2025

Agenda Item Caption: Consideration of Administrator and Professional Support Contract Renewals/Extensions and Employment Agreement Offers for the 2025-2026 School Year

Purpose of Agenda Item: Action needed

Administrative Recommendation: Move to approve administrator and professional support contract renewals/extensions and employment agreement offers for the 2025-2026 school year, as presented.

Background Information: The *Texas Education Code* requires contracts for all educators who serve in positions for which an educator certificate is required either by law or local district policy. If an educator has five years of teaching experience in public education in the eight years immediately preceding district employment, then they may only be on a probationary contract for one full year. Whereas if an educator has fewer than five years of experience, they may be on probationary contract for three full school years. All other educators in positions requiring certification receive term contracts for one or more years. Chapter 21 of the *Texas Education Code* affords educators additional rights in relation to continued employment once they become employed on a term contract.

For professional employees serving in positions not requiring certification, the district provides an Employment Agreement for a one-year period. If the Board of Trustees does not offer an Employment Agreement for the subsequent year, then the current agreement expires, and employment is terminated.

Fiscal Analysis: None

Regulatory Requirement: *Texas Education Code*, Chapter 21 (Educators); Board Policies DCA (Legal) & (Local), Employment Practices - Probationary Contracts; DCB (Legal) & (Local), Employment Practices - Term Contracts; and DCE (Legal) & (Local), Employment Practices - Other Types of Contracts

Contact Person for Additional Questions/Information:

Name: William Baker, Assistant Superintendent for Human Resources

Email address: William.Baker@killeenisd.org

Telephone Number: 254-336-0043

Attachments: 2025- 2026 Administrator and Professional Support Contract Renewals/Extensions and Employment Agreement Recommendations (in Extras)

Signature Requested: No