



**South Texas Educational Technologies, Inc.
DBA: Horizon Montessori Public Schools
Probationary Contract**



Date given Employee _____

Date returned by Employee _____

1. **Position.** South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools agrees to employ _____ (you) as a _____
[*Certified Classroom Teacher, Certified Administrator, Counselor, Educational Diagnostician, Library Media Specialist, or Nurse*].
2. **Term.** You will be employed on a _____-month basis for the 2022-2023 school year, according to the hours and dates set by the South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools as they exist or may hereafter be amended.
3. **Credentials and Criminal History Review.**
 - 3.1 **Certification and Licensure Requirement.** You agree to provide, before your start date under this Contract, the certification, service records, licenses, and other records and information required by state and federal law, the Texas Education Agency (TEA), the State Board for Educator Certification (SBEC), or the South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools. You agree to maintain any applicable certification, permit, or licensure requirements throughout the term of this Contract. If you fail to fulfill the requirements necessary to extend a temporary or emergency certificate or permit, or if your certification or permit expires, is canceled, is relinquished, is suspended, or is revoked, South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools may provide you with notice that this Contract is void pursuant to Texas Education Code section 21.0031.
 - 3.2 **Criminal History Review.** As required by law and/or South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools, you agree to submit to a review of your state or national criminal history record information.
4. **Representations.**
 - 4.1 **Beginning of Contract.** You understand that a criminal history record acceptable to South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools, at its sole discretion, is a condition of this Contract. You represent that you have disclosed to South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools, in writing, any conviction, no contest or guilty plea, deferred adjudication, or other adjudication for any felony or any offense listed at 19 Texas Administrative Code § 249.16(c) or Policy DH(LOCAL).
 - 4.2 **During Contract.** You agree that, during the term of this Contract, you will notify the Superintendent or designee in writing of any arrest, indictment, conviction, no contest or guilty plea, deferred adjudication, or other adjudication for any felony or any offense listed at 19 Texas Administrative Code § 249.16(c) or Policy DH(LOCAL). You agree to provide the notification within the time period

specified in Board policy, or within seven calendar days if no time period is specified.

- 4.3 **False Statements and Misrepresentations.** You represent that any required records or information in your employment application are true and correct. Any false statements, misrepresentations, omissions of requested information, or fraud by you concerning any required records or in the employment application may be grounds for termination or nonrenewal, as applicable.

5. Duties.

- 5.1 **General Standard.** You agree to perform the duties of your assigned position, as prescribed by state law and regulations and by South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools, with reasonable care, skill, and diligence.
- 5.2 **Rules.** You agree to comply with all Board and District directives, state and federal laws and rules, and South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools policy and regulations, as they exist or may hereafter be amended.
- 5.3 **Assignment/Reassignment.** You understand that South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools has the right to assign or reassign you, transfer you, and to make changes in your responsibilities and duties at any time during this Contract.
- 5.4 **Supplemental Duty.** A *supplemental duty* is a duty not included in the position that is named in paragraph 1 of this Contract. You understand that this Contract does not apply to assignments of or payments for supplemental duties. This Contract does not create a property right to continued employment in any supplemental duty. If you agree to perform a supplemental duty, the start and end dates for the supplemental duty may be different from the start and end dates under this Contract.

6. Compensation.

- 6.1 **Salary.** South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools shall pay you according to the compensation plan adopted by the Board each school year. Your salary includes consideration for all assigned responsibilities and duties of your position, regardless of the actual number of hours or days (including days not designated on the school calendar) that you work during this Contract. Your salary shall be reduced for absences in excess of authorized, paid leave. Your salary does not include consideration for any supplemental duty.
- 6.2 **Furloughs.** If South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools implements a furlough under Texas Education Code section 21.4021, your salary will be reduced in proportion to the number of furlough days. The reduction will be equally distributed over the remainder of the applicable school year.
- 6.3 **Annualized Salary.** Your salary will be paid out over 12 months, regardless of the work schedule specified in paragraph 2.
- 6.4 **Incentive and Performance Pay.** If you qualify, you may receive incentive pay or pay for performance under South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools compensation plan, federal law, or state law. An incentive or performance payment is not an entitlement as part of your salary.

6.5 **Overpayments.** You agree that you are not entitled to any fund South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools overpays you and you further agree that South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools may deduct any overpayments under this Contract from one or more of your paychecks.

6.6 **Benefits.** South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools shall provide you with benefits as provided by state law and Board policy. South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools reserves the right to amend its policies at any time during the term of this Contract to reduce or increase these benefits, at the Board's sole discretion.

7. Other Provisions.

7.1 **Equipment and Reports.** You agree to satisfactorily submit or account for all grades, reports, school equipment, or other required items upon request from South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools.

7.2 **Special Funding.** If your position is funded by grants, federal funding, or other special funding, you understand that your employment is expressly conditioned on the availability of full funding for the position. If full funding becomes unavailable, your employment is subject to termination or nonrenewal, as applicable.

7.3 **Addenda.** This Contract includes one or more Addenda, as follows:

(1) Addendum A: _____

(2) Addendum B: _____

8. **Suspension.** In accordance with Texas Education Code chapter 21, South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools may suspend you without pay during the term of this Contract for good cause as determined by the Board.

9. **Termination of Contract.** This Contract will terminate, in accordance with the procedures at Texas Education Code chapter 21, if the Board determines that termination of your contract at the end of the contract period will serve the best interests of South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools, or if the Board determines that good cause or a financial exigency exists. This Contract will also terminate if you provide written notice of resignation before the penalty-free resignation date (see Tex. Educ. Code § 21.105).

10. General Provisions.

10.1 **Amendment.** This Contract may not be amended unless you and South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools agree, in writing, to an amendment.

10.2 **Severability.** If any provision in this Contract is held to be invalid, illegal, or unenforceable, the other provisions of the Contract will remain in full force and effect.

10.3 **Entire Agreement.** This Contract supersedes all existing agreements, verbal and written, between you and South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools regarding

your employment. This Contract does not constitute a “unified contract” with any supplemental duties agreement between the parties.

10.4 Applicable Law. Texas law shall govern construction of this Contract.

11. Notice to Employee. You agree to keep a current address on file with South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools human resources office. Unless Texas Education Code chapter 21 requires a different notice delivery method, you agree that South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools may meet any legal obligation it has to give you written notice regarding your employment by hand-delivering the notice to you or by sending the notice by certified mail, regular mail, and/or express delivery service to your address of record.

12. Expiration of Offer. The offer of employment under this Contract shall expire unless you sign and return this Contract, without changes, to the Superintendent on or before _____ (return date). If you are currently employed under a contract with South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools and you fail to sign and return this Contract, without changes, by the return date, your existing contract will expire on its own terms and your employment will end at the conclusion of that contract.

I have read this Contract and agree to abide by its terms and conditions:

Employee: _____

Date signed: _____

South Texas Educational Technologies, Inc. DBA Horizon Montessori Public Schools

By: _____

Alim U. Ansari

Superintendent of Schools

President, Board of Trustees

Date signed: _____