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**Ideas and Recommendations for  
Changes to the Chapter 21 of the Texas Education Code**

- (1) Modify law to allow for the option of salary reductions.
- (2) Modify law to allow for the option of furlough.
- (3) Modify law to allow suspensions without pay under certain circumstances without the requirement of a full due process hearing.
- (4) Allow suspension without pay pending discharge of a probationary contract employee.
- (5) Move the contract notice deadline to the end of the school year instead of forty-five (45) days before the last day of instruction.
- (6) Modify law to prevent Independent Hearing Examiners from declaring good cause as a finding of fact and thereby severely limiting and/or preventing school boards from making final good cause termination decisions.
- (7) Allow all Reduction in Force (RIF) employment hearings to be heard by the local board of trustees, at the option of the local board, regardless of the timing of the RIF actions; examine other ways to improve the process and reduce costs.
- (8) Remove retire/rehires from Chapter 21 contract status
- (9) Require a probationary contract for new position in the district

- (10) Allow districts to send nonrenewal notice (termination letter) via certified mail and or regular mail
- (11) Move summer resignation deadline from 45 days to 60 days before the first day of school
- (12) Revise assault leave to be based on objective reasonable person standard and limit to one year
- (13) Repeal TEC 21.402 (repeal the entire minimum salary schedule)
- (14) Allow at least two years of probationary contract for teachers who taught 5/8 years