

I have questions about my contract

Q: When will I get my contract for the 2009-2010 school year?

A: Contracts for the 2009-2010 school year will be mailed directly to the principal or supervisor of each campus and department during the week of May 11th. Your principal or supervisor will then distribute the contracts for signatures, and he/she will return all contracts to the Human Resources Department on a designated date.

Q: Why did I get another probationary contract?

A: The District requires a probationary contract for all new employees to be renewed for a minimum of three (3) years, as allowed by state law. Therefore if you are within the first 3 years with FWISD, you will receive a probationary contract. The exception to this rule is that *a probationary period may not exceed one (1) year for a person who has been employed as a teacher in public education for at least five (5) of the eight (8) years preceding employment by the District.*

Additionally, if you were hired after the first date of the teacher contract, that year will not count towards the three (3) probationary years for contract purposes only. (This year will count towards your salary and longevity.) Example: Teacher hired on December 12th, 2007, will be issued a 2nd probationary contract for the 2009-2010 school year (1st full probationary year was 2008-2009; 2nd year 2009-2010; 3rd probationary year 2010-2011).

Q: Why didn't I get a contract?

A: If you are a teacher, and you were hired **before July 1, 2005**, you should be on a continuing contract, and you will not receive another contract unless you leave the classroom and accept a different position with the District, such as instructional specialist, counselor, AP, etc.

If you are a teacher and you were hired **after July 1, 2005**, you might not have received a contract for one of the following reasons:

- You are in an alternative certification program
- You are certified out-of-state
- You are on a permit for certification
- You accepted a two-year term contract beginning with the 2008-2009 school year; therefore the 2009-2010 school year will be the second year of this contract

Q: What if I am thinking about taking a job in another school district; should I sign this contract or not?

A: If there is a chance that you will continue your employment with the FWISD for the 2009-2010 school year, you should sign your contract. If you decide to resign from the District, you have until 5:00 p.m. on July 10, 2009 to come in and resign from your contract with the District. If you do not intend to remain with the FWISD, by law you must inform the District no later than the 45th day prior to the first date of instruction for the 2009-2010 school year (July 10, 2009).

Q: The location number printed on my contract is not correct; should I sign the contract?

A: The location number printed on contracts is for internal purposes only. Your contract does not tie you to a certain location within the District. You do need to sign this contract.

Q: How do I get a copy of my contract?

A: When your principal or supervisor gives you a contract to sign, a copy should be made for you to keep for your files. Please be sure to keep this copy in a safe place in the event that you should need it for future reference.