

**RECOMMENDED LEGISLATIVE CHANGES  
TO TEXAS EDUCATION CODE CHAPTER 21**

- (1) **Increase Financial Flexibility for Schools within Chapter 21:** modify law to allow for the option of salary reductions, furlough days and other forms of appropriate reduction in pay or benefits or other cost savings actions;
- (2) **Revise and Restructure Chapter 21:** modify law to allow suspensions without pay under certain circumstances without the requirement of a full due process hearing; allow suspension without pay pending discharge of a probationary contract employee; move the contract notice deadline to the end of the school year instead of forty-five (45) days before the last day of instruction; and,
- (3) **Change the Independent Hearing Examiner Process:** 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; 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.

*Joe K. Ruppel*

*Beingspect F. S. O. Supt*

*2/1/11*

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*2/1/11*