

**DUAL-ASSIGNMENT ONE-YEAR PROBATIONARY CONTRACT**  
for  
**ATHLETIC COORDINATOR**

The BOARD OF TRUSTEES (hereinafter, Board) of LAKE TRAVIS INDEPENDENT SCHOOL DISTRICT, hereby employs the undersigned professional Employee, Jeffrey K. Dicus in the dual assignment position of Athletic Coordinator/Coach, and Employee accepts the specified dual assignment employment on the following terms and conditions:

1. Employee shall be employed on a 12-month basis for the school year 2003-2004, according to the hours and dates set by the District, as they exist or may hereafter be amended.
2. The Board shall pay Employee in twelve installments an annual salary according to the compensation plan adopted by the Board. In the case of full-time classroom teachers and librarians, compensation shall not be less than the state minimum salary. Employee's salary includes consideration for any assigned duties, responsibilities, and tasks except as provided in the District supplemental duty schedule.
3. This contract does not cover assignments of or payments for supplemental duties. Any such payments are not included as part of the annual salary under this contract. No property right to continued employment exists in supplemental duties, and supplemental assignments may be terminated for any reason or no reason, at the sole discretion of the District.
4. Employee shall be subject to assignment and reassignment of positions or duties, additional duties, changes in responsibilities or work, transfers, or reclassification at any time during the contract term, which shall be given to and acknowledged by Employee in writing and shall include designation of Employee's employment area for purposes of Board Policy DFF (Local).
5. Employee shall comply with, and be subject to, state and federal law and District policies, rules, regulations, and administrative directives, as they exist or may hereafter be amended. Employee shall faithfully perform to the satisfaction of the district all duties set forth in the job description or as assigned.
6. This contract is conditioned on Employee's satisfactorily providing the certification, service records, teaching credentials, and other records and information required by law, the Texas Education Agency, the State Board of Educator Certification, the State Board of Education, or the District. Failure of Employee to maintain certification in the position(s) assigned may be grounds for discharge. False statements, misrepresentations, omissions of requested information, or fraud by Employee in or concerning any required records or in the employment application may be grounds for discharge. Employee hereby represents that he/she has made written disclosure to the District of any conviction for a felony or an offense involving moral turpitude.
7. Employee shall satisfactorily submit or account for all grades, reports, school equipment, or other required items at the end of the contract term. Employee agrees that the last salary payment under this contract is conditioned upon receipt from Employee of all such items.
8. In accordance with Texas Education Code, Chapter 21, Subchapters C and F, the board may terminate this contract and discharge Employee or suspend Employee without pay during the term of this contract for good cause as determined by the Board. Good cause is defined as the failure to meet the accepted standards of conduct for the profession as generally recognized and applied in similarly situated school districts in this state. A suspension without pay may not extend beyond the end of the school year.
9. A determination by the Board that a financial exigency or program change requires that the contracts of employees be terminated during the contract term constitutes good cause for discharge. Financial exigency, as used herein, means any event or occurrence that creates a need for the district to reduce financial expenditures for personnel including, but not limited to, a decline in the Board's financial resources, a decline in enrollment, a cut in funding, a decline in tax revenues, or an unanticipated expense or capital need. Program change, as used herein, means any elimination, curtailment, or reorganization of a curriculum offering, program, or school operation. Program change includes, but is not limited to, a change in curriculum objectives, a modification or reorganization of staffing patterns on a particular campus or district-wide, a redirection of financial resources to meet the educational needs of the students, a lack of student response to a particular course offering, legislative revisions to programs, or a reorganization or consolidation of two or more individual schools or school districts.
10. Employment in federally or categorically funded positions is expressly conditioned upon the availability of full funding for the position.
11. The Board has not adopted any policy, rule, regulation, law, or practice providing for tenure. No right of tenure or any other contractual obligation or other expectancy of continued employment or claim of entitlement is created beyond the contract term.
12. The Board may terminate the employment of Employee in accordance with state law and board policy at the end of the contract term set forth herein if, in the judgment of the Board, the best interests of the District will be served by terminating the employment. The Board's decision to terminate the employment of Employee at the end of the contract term shall be final and may not be appealed.
13. Employee shall serve a probationary period as provided in Texas Education Code, Chapter 21, Subchapter C, for a maximum of three school years of continuous employment in the District unless, during the third year of Employee's probationary contract, the Board determines it is doubtful whether Employee should be given a continuing or term contract. In that event, Employee shall serve a fourth probationary year. However, the probationary period shall be a maximum of one year for an Employee who has been employed as a full-time professional, certified employee, or nurse in public education for at least five of the eight years prior to initial employment in the District.
14. Employee may be released from this contract only in accordance with Texas Education Code §21.105 or with District approval, pursuant to local policy. Upon such release, the Board shall continue to make regular payroll disbursements to Employee until any due and owing salary amount is fully paid.
15. This contract is subject to all applicable federal and state laws, rules, and regulations. Invalidity of any portion of this contract under the laws of the State of Texas or of the United States shall not affect the validity of the remainder of the contract.
16. This contract combines and supersedes all prior agreements and representations concerning employment. No amendments to this contract shall be binding unless reduced to writing and signed by both parties.
17. District action concerning either dual assignment specified in this contract shall constitute the same action for the other specified assignment. Employee is not entitled to continued employment in a single assignment. Employee may not resign one assignment without resigning both.
18. This offer of employment for the 2003-2004 school year shall expire unless this contract is signed and returned to the LTISD Personnel Office on or before 4:30 p.m., April 17, 2003. Failure to return the signed contract by this date shall constitute a rejection of the employment offer and current employment, if any, shall terminate at the end of the existing contract term.

I have read this contract and agree to abide by its terms and conditions,  
and agree to honor it for the full period stated:

Employee Jeffrey K. Dicus Date 4-11-03

LAKE TRAVIS INDEPENDENT SCHOOL DISTRICT  
[Signature] Date 4-6-03  
Superintendent