Board of School Trustees
Mansfield Independent School District

TITLE: Teacher Contract Abandonment DATE: November 17, 2026

ACTION

BACKGROUND:

Texas Education Code Section 21.210 specifies circumstances under which teachers may relinquish their teaching positions and leave employment of the district during a contract term. The statute also includes provisions for school districts to submit complaints to the State Board of Educator Certification regarding those educators who fail to comply with TEC 21.210 by abandoning their contracts without "good cause," seeking sanctions against certificates for contract abandonment.

CONSIDERATION:

Determine whether "good cause" existed under Texas Education Code Section 21.210(c)(2) for these employees: to abandon their teacher contracts with Mansfield ISD, and whether the District should file complaints to seek sanctions against their teaching certificates.

Good cause under the regulations are the following: serious illness or health condition of the educator or family member with whom the educator resides; relocation to a new city as a result of a change in employer of the educator's spouse or partner who resides with the educator; a significant change in the educator's family needs that requires the educator to relocate or to devote more time than allowed by current employment; or the educator's reasonable belief that the educator had written permission from the school district administration to resign. Mitigating factors include that the educator: gave written notice more than 30 days before the first day of instruction for which the educator will not be present; assisted the school district in finding a replacement educator; continued to work until the school district hired a replacement educator; assisted in training the replacement educator; showed good faith in communications and negotiations with the school district; provided lesson plans for classes following the resignation; changed careers within education; was to experience a reduction in base pay; and resigned due to hazardous working conditions.

RECOMMENDATION:

If the Board finds good cause did not exist for the contract abandonment, then the motion would be:

"I move that the Board determine that good cause did not exist under Texas Education Code Section 21.210(c)(2), for teacher, Dawn Welch to abandon their teacher contracts with Mansfield ISD, and that the Board authorize the Superintendent to notify the State Board for Educator Certification to seek sanctions against the teachers' teaching certificates."

If the Board finds good cause did exist for the contract abandonment, then there is no need for the Board to take action on this agenda item.