

1 The Transylvania County Board of Education (the “board”) recognizes the importance of establishing a
2 clear contractual relationship with teachers employed by the school system. All teacher employment
3 contracts entered into by the board will meet the requirements of state law and State Board of Education
4 policy. Nothing in this policy is intended to grant or confer any employment rights beyond those existing
5 in law.
6

7 For the purposes of this policy, the term “teacher” is defined as a person who meets the requirements of
8 G.S. 115C-325.1(6). An individual who is employed under a part-time teacher contract (less than 100%)
9 or employed under a temporary teacher contract does not meet this definition of teacher; however, the
10 board’s performance expectations established in this policy apply to such individuals.
11

12 **A. TEACHER PERFORMANCE EXPECTATIONS**

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14 Teachers are responsible for facilitating student learning in a safe and orderly environment in
15 which students become college and career ready. Teachers must be familiar with the current
16 statewide instructional standards for their teaching assignment and able to teach the curriculum
17 effectively. The board expects teachers to meet all performance standards established by the
18 board, the superintendent or designee, state law, and State Board of Education policy and to
19 pursue professional development as provided in policy 1610/7800, Professional and Staff
20 Development. Employment contracts for teaching will be granted or renewed only for
21 individuals of proven ability who strive for excellence.
22

23 **B. SUPERINTENDENT’S RECOMMENDATION**

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25 The board will employ teachers upon the recommendation of the superintendent. The
26 superintendent is expected to be able to substantiate with supporting information any
27 recommendation for a new or renewed contract for an applicant or current teacher. The
28 superintendent’s recommendation for a new or renewed contract must include the length of the
29 term of the contract, which must be consistent with state law and board requirements as described
30 in Section C, below. The board will follow a recommendation of the superintendent regarding
31 the length of the contract that is consistent with law and this policy unless specific circumstances
32 justify offering the teacher a contract of a different term. In considering the superintendent’s
33 recommendation, the board may review any information that was in the teacher’s personnel file at
34 the time of the superintendent’s recommendation or was added to the teacher’s file, with the
35 proper notice to the teacher, prior to the board’s decision.
36

37 **C. DETERMINATION OF CONTRACT LENGTH**

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39 This section applies when the superintendent has decided to recommend that the board offer a
40 teacher a new or renewed contract. For information regarding a decision by the superintendent
41 not to recommend that the board offer a teacher a renewed contract, see policy 7950, Non-Career
42 Status Teachers: Nonrenewal.
43

44 **[Four options for determining the length of teacher contracts are provided below. The**
45 **options vary in the level of detail provided; the length of contracts that will be offered; and**
46 **the manner in which the length of a teacher’s contract will be determined. The board**
47 **should select one of the options as a starting point and, in consultation with the board**
48 **attorney, modify it as needed to suit local preferences. Alternately, the board, in**

49 consultation with the board attorney, could develop a different approach altogether. Refer
50 to the footnoted version of this policy for information on customizing the provisions of each
51 option.
52

53 Delete the options not selected before adopting this policy. Also, delete the bracketed text.]
54

55 **[OPTION ONE – Uniform Contract Length]**

56 A new or renewed contract will be for a term of one school year for teachers who have been
57 employed by the board as a teacher for less than three years. For teachers who have been
58 employed by the board as a teacher for three years or more, a new or renewed contract will be for
59 a term of *[insert number]* school years, unless the superintendent or board determines that a
60 longer or shorter contract is justified on the basis of criteria established by the board or by the
61 superintendent and approved in advance by the board. In no case, however, may a teacher be
62 recommended for a contract with a term longer than one school year unless the teacher has
63 received a rating of at least “proficient” on all standards on the two most recent annual
64 evaluations preceding the contract offer.
65

66 **[OPTION TWO – Uniform Contract Length Based on Years of Employment]**

67 A new or renewed contract will be for a term of one school year for teachers who have been
68 employed by the board as a teacher for less than three years. For teachers who have been
69 employed by the board as a teacher for three or more years and who are in good standing, a new
70 or renewed contract will be for a term of two school years. After a teacher has completed a two-
71 year contract, subsequent contracts will be for a term of four school years if the teacher is in good
72 standing at the time of the contract offer. A teacher will be considered in good standing for
73 purposes of this policy if: (1) the teacher received a rating of at least “proficient” on all standards
74 of the teacher evaluation instrument on the two most recent annual evaluations; (2) the teacher is
75 not currently on a monitored or directed growth plan, mandatory improvement plan, or corrective
76 action plan and has not been on any such plan at any time during the current or previous school
77 year; (3) the teacher has not received any of the following during the current or previous school
78 year: a demotion, a suspension without pay, or a written reprimand, warning, or other disciplinary
79 action that is documented in the teacher’s official personnel file; and (4) there is no other relevant
80 performance or conduct information in the personnel file that would support a decision to
81 disqualify the teacher from a multi-year contract. If renewed, a contract for a teacher who is not
82 in good standing may be for a term of one year only.
83

84 **[OPTION THREE – Flexible Contract Length Based on Policy Criteria]**

85 A new or renewed contract will be for a term of one school year unless the teacher meets the
86 following criteria for a two-year or four-year contract.
87

- 88 1. To be recommended for a two-year contract, a teacher must:
- 89 a. have been employed by the board as a teacher for at least three years;
- 90 b. have received a rating of at least “proficient” on all standards on the two most
91 recent annual evaluations;
- 92 c. not be on a monitored or directed growth plan, mandatory improvement plan, or
93 corrective action plan currently and not have been on any such plan at any time
94
95
96

97 during the current or previous school year;

98
99 d. not have received any of the following during the current or previous school
100 year: a demotion, a suspension without pay, or a reprimand, warning, or other
101 disciplinary action that is documented in the teacher's official personnel file; and

102
103 e. not have other relevant performance or conduct information in his or her
104 personnel file that would support a decision to disqualify the teacher from a
105 multi-year contract.

106
107 2. To be recommended for a four-year contract, a teacher must:

108
109 a. have been employed by the board as a teacher for at least five consecutive years;

110
111 b. meet the criteria for a two-year contract; and

112
113 c. possess at least one of the following qualifications:

114
115 i. have received a rating of at least "accomplished" on a majority of the
116 standards on the evaluation instrument in the most recent annual
117 evaluation;

118
119 ii. be licensed in an area in which the school system is experiencing
120 difficulty recruiting qualified applicants or that is otherwise in high
121 demand, as determined by the superintendent or designee;

122
123 iii. be licensed in multiple areas;

124
125 iv. be National Board for Professional Teaching Standards (NBPTS)
126 certified;

127
128 v. have earned a master's degree or higher in an area deemed relevant to the
129 teacher's professional role by the superintendent or designee;

130
131 vi. be currently serving in an advanced leadership role, such as mentor
132 teacher, department chair, grade-level chair, or school improvement team
133 member; or

134
135 i. be currently performing extra-duty services as described in policy 7405,
136 Extracurricular and Non-Instructional Duties, such as serving as a coach
137 or a faculty sponsor for a student extracurricular club.

138
139 **[OPTION FOUR – Extended Two-year Contract]**

140 A new or renewed contract will be for a term of one school year for teachers who have been
141 employed by the board as a teacher for less than three years.

142
143 For teachers who have been employed by the board as a teacher for at least three years and who
144 are in good standing, a new or renewed contract will be for a term of two school years. A teacher

145 will be considered in good standing for the purposes of this policy if: (1) the teacher received a
146 rating of at least “proficient” on all standards of the teacher evaluation instrument on the two
147 most recent annual evaluations; (2) the teacher is not currently on a monitored or directed growth
148 plan, mandatory improvement plan, or corrective action plan and has not been on any such plan at
149 any time during the current or previous school year; (3) the teacher has not received any of the
150 following during the current or previous school year: a demotion, a suspension without pay, or a
151 written reprimand, warning, or other disciplinary action that is documented in the teacher’s
152 official personnel file; and (4) there is no other relevant performance or conduct information in
153 the personnel file that would support a decision to disqualify the teacher from a multi-year
154 contract. If renewed, a contract for a teacher who is not in good standing may be for a term of
155 one year only.

156
157 The superintendent may recommend that a teacher in good standing who is employed on a two-
158 year contract be offered a one-year extension at the end of the first year of the contract. The term
159 of the extension will be for one year only. A teacher granted a one-year extension will continue
160 to be eligible for another one-year extension each succeeding year unless the superintendent
161 determines that the teacher is no longer in good standing. If the superintendent does not
162 recommend a one-year extension at the end of the first year of the contract, at the end of the term
163 of the contract the superintendent may recommend that the board offer the teacher a one-year
164 contract or may recommend nonrenewal of the teacher’s contract, but may not recommend that
165 the board offer the teacher a two-year contract. A decision not to recommend a one-year
166 extension will be considered cautionary notice to the teacher that his or her performance requires
167 improvement.

168 **D. DISMISSAL AND NONRENEWAL**

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170
171 This policy is not intended to limit the superintendent’s discretion to recommend dismissal,
172 demotion, a shorter contract length, or nonrenewal of any teacher for any basis allowed by law,
173 including but not limited to reduction in force due to school system reorganization, decreased
174 enrollment, reduced funding, or other budgetary issues as described in board policy 7920,
175 Reduction in Force: Teachers and School Administrators.

176
177 Any employee who does not meet the performance or other standards of the board, the standards
178 of state law or the State Board of Education, or the terms of the employment contract may be
179 subject to demotion or dismissal, as provided in policy 7930, Professional Employees: Demotion
180 and Dismissal, or to nonrenewal, as provided in policy 7950, Non-Career Status Teachers:
181 Nonrenewal.

182
183 Legal References: G.S. 115C-36, -47(18), -325.1, -325.3 through -325.13; S.L. 2013-360; State Board of
184 Education Policy BENF-009

185
186 Cross References: Professional and Staff Development (policy 1610/7800), Hearings Before the Board
187 (policy 2500), Recruitment and Selection of Personnel (policy 7100), Evaluation of Licensed Employees
188 (policy 7810), Reduction in Force: Teachers and School Administrators (Policy 7920), Professional
189 Employees: Demotion and Dismissal (policy 7930), Non-Career Status Teachers: Nonrenewal (policy
190 7950)

191 ~~The Transylvania County Board of Education (the “board”) recognizes the importance of establishing a~~
192 ~~clear contractual relationship with teachers employed by the school system. All teacher employment~~

193 ~~contracts entered into by the board will meet the requirements of state law and State Board of Education~~
194 ~~policy. For the purposes of this policy, the term “teacher” is defined as a person who meets the~~
195 ~~requirements of G.S. 115C 325.1(6). An individual who is employed under a part time teacher contract~~
196 ~~does not meet this definition of teacher; however, the board’s performance expectations established in this~~
197 ~~policy apply to such individuals.~~

198
199 ~~Employment contracts for teaching will be granted or renewed only for individuals of proven ability who~~
200 ~~strive for excellence. Teachers should be familiar with the current statewide instructional standards for~~
201 ~~their teaching assignment and able to teach the curriculum effectively. The board expects teachers to~~
202 ~~facilitate student learning and effectively carry out the responsibilities of providing for a safe and orderly~~
203 ~~environment in which students learn and become college and career ready.~~

204
205 ~~The board will employ teachers upon the recommendation of the superintendent. The superintendent is~~
206 ~~expected to be able to substantiate any new contract or renewed contract recommendation with data from~~
207 ~~the selection process for an applicant (see policy 7100, Recruitment and Selection of Personnel) and with~~
208 ~~evaluation data for a current teacher (see policy 7810, Evaluation of Licensed Employees). The~~
209 ~~superintendent’s recommendation for a new or renewed contract must include the length of the term of~~
210 ~~the contract. For more information regarding a decision by the superintendent not to recommend that the~~
211 ~~board offer a teacher a renewed contract, see policy 7950, Non-Career Status Teachers: Nonrenewal.~~

212
213 ~~If the board is not satisfied that an applicant or employee has met the standards established by the board,~~
214 ~~initial or continued employment will be denied, following any statutorily prescribed procedures.~~

215
216 ~~A teacher who has or obtains a contract with the school system is expected to strive for excellence, meet~~
217 ~~all performance standards established by the board, state law, and State Board of Education policy, and~~
218 ~~pursue professional development as provided in policy 1610/7800, Professional and Staff Development.~~
219 ~~Any employee who is unable or unwilling to meet reasonable standards of the board, the standards of~~
220 ~~state law or the State Board of Education, or the terms of the employment contract may be subject to~~
221 ~~demotion or dismissal, as provided in policy 7930, Professional Employees: Demotion and Dismissal.~~

222
223 ~~Legal References: G.S. 115C 36, 47(18), 325.1, 325.3 through 325.13; S.L. 2013-360; State Board of~~
224 ~~Education Policy BENE 009~~

225
226 ~~Cross-References: Professional and Staff Development (policy 1610/7800), Hearings Before the Board~~
227 ~~(policy 2500), Recruitment and Selection of Personnel (policy 7100), Evaluation of Licensed Employees~~
228 ~~(policy 7810), Professional Employees: Demotion and Dismissal (policy 7930), Non-Career Status~~
229 ~~Teachers: Nonrenewal (policy 7950)~~

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231 ~~Adopted: March 7, 2016~~

232
233 ~~Revised: [DATE]~~

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