

1 The Transylvania County Board of Education (the “board”) recognizes the importance of
2 establishing a clear contractual relationship with teachers employed by the school system. All
3 teacher employment contracts entered into by the board will meet the requirements of state law
4 and State Board of Education policy. For the purposes of this policy, the term “teacher” is
5 defined as a person who meets the requirements of G.S. 115C-325.1(6). An individual who is
6 employed under a part-time teacher contract does not meet this definition of teacher; however,
7 the board’s performance expectations established in this policy apply to such individuals.
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9 Employment contracts for teaching will be granted or renewed only for individuals of proven
10 ability who strive for excellence. Teachers should be familiar with the current statewide
11 instructional standards for their teaching assignment and able to teach the curriculum effectively.
12 The board expects teachers to facilitate student learning and effectively carry out the
13 responsibilities of providing for a safe and orderly environment in which students learn and
14 become college and career ready.
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16 The board will employ teachers upon the recommendation of the superintendent. The
17 superintendent is expected to be able to substantiate any new contract or renewed contract
18 recommendation with data from the selection process for an applicant (see policy 7100,
19 Recruitment and Selection of Personnel) and with evaluation data for a current teacher (see
20 policy 7810, Evaluation of Licensed Employees). The superintendent’s recommendation for a
21 new or renewed contract must include the length of the term of the contract. For more
22 information regarding a decision by the superintendent not to recommend that the board offer a
23 teacher a renewed contract, see policy 7950, Non-Career Status Teachers: Nonrenewal.
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25 If the board is not satisfied that an applicant or employee has met the standards established by
26 the board, initial or continued employment will be denied, following any statutorily prescribed
27 procedures.
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29 A teacher who has or obtains a contract with the school system is expected to strive for
30 excellence, meet all performance standards established by the board, state law, and State Board
31 of Education policy, and pursue professional development as provided in policy 1610/7800,
32 Professional and Staff Development. Any employee who is unable or unwilling to meet
33 reasonable standards of the board, the standards of state law or the State Board of Education, or
34 the terms of the employment contract may be subject to demotion or dismissal, as provided in
35 policy 7930, Professional Employees: Demotion and Dismissal.
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37 Legal References: G.S. 115C-36, -47(18), -325.1, -325.3 through -325.13; S.L. 2013-360; State
38 Board of Education Policy ~~TEP-DBENF~~-009
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40 Cross References: Professional and Staff Development (policy 1610/7800), Hearings Before the
41 Board (policy 2500), Recruitment and Selection of Personnel (policy 7100), Evaluation of
42 Licensed Employees (policy 7810), Professional Employees: Demotion and Dismissal (policy
43 7930), Non-Career Status Teachers: Nonrenewal (policy 7950)
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- 45 Adopted: March 7, 2016
- 46
- 47 Revised: [DATE] (legal references only)

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