

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. Nothing in this policy is intended to grant or confer any
5 employment rights beyond those existing in law.
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7 For the purposes of this policy, the term “teacher” is defined as a person who meets the
8 requirements of G.S. 115C-325.1(6). An individual who is employed under a part-time teacher
9 contract (less than 100%) or employed under a temporary teacher contract does not meet this
10 definition of teacher; however, the board’s performance expectations established in this policy
11 apply to such individuals.
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13 **A. TEACHER PERFORMANCE EXPECTATIONS**
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15 Teachers are responsible for facilitating student learning in a safe and orderly
16 environment in which students become college and career ready. Teachers must be
17 familiar with the current statewide instructional standards for their teaching assignment
18 and able to teach the curriculum effectively. The board expects teachers to meet all
19 performance standards established by the board, the superintendent or designee, state law,
20 and State Board of Education policy and to pursue professional development as provided
21 in policy 1610/7800, Professional and Staff Development. Employment contracts for
22 teaching will be granted or renewed only for individuals of proven ability who strive for
23 excellence.
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25 **B. SUPERINTENDENT’S RECOMMENDATION**
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27 The board will employ teachers upon the recommendation of the superintendent. The
28 superintendent is expected to be able to substantiate with supporting information any
29 recommendation for a new or renewed contract for an applicant or current teacher. The
30 superintendent’s recommendation for a new or renewed contract must include the length
31 of the term of the contract, which must be consistent with state law and board
32 requirements as described in Section C, below. The board will follow a recommendation
33 of the superintendent regarding the length of the contract that is consistent with law and
34 this policy unless specific circumstances justify offering the teacher a contract of a
35 different term. In considering the superintendent’s recommendation, the board may
36 review any information that was in the teacher’s personnel file at the time of the
37 superintendent’s recommendation or was added to the teacher’s file, with the proper
38 notice to the teacher, prior to the board’s decision.
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40 **C. DETERMINATION OF CONTRACT LENGTH**
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42 This section applies when the superintendent has decided to recommend that the board
43 offer a teacher a new or renewed contract. For information regarding a decision by the

44 superintendent not to recommend that the board offer a teacher a renewed contract, see
45 policy 7950, Non-Career Status Teachers: Nonrenewal.

46
47 For purposes of determining a teacher's years of employment by the board in this section,
48 a year is at least 120 workdays performed as a teacher in a full-time permanent position.
49 If a teacher in a full-time permanent position did not work for at least 120 workdays as a
50 teacher in a year for any reason, including because the teacher was on approved or legally
51 entitled leave, that year will not be deemed to constitute a year of employment for the
52 teacher unless required by law. Furthermore, a year in which a teacher in a full-time
53 permanent position did not work for at least 120 workdays as a teacher because the
54 teacher was on approved or legally entitled leave will not be considered a break in the
55 continuity of employment for the teacher. A suspension will not constitute approved or
56 legally entitled leave for purposes of this policy.

57
58 A new or renewed contract will be for a term of one (1) school year for teachers who
59 have been employed by the board as a teacher for less than three (3) consecutive years
60 immediately preceding a further contract offer. For teachers who have been employed by
61 the board as a teacher for three (3) or more consecutive years immediately preceding a
62 further contract offer and who are in good standing, a new or renewed contract will be for
63 a term of two (2) school years. After a teacher has completed a two (2) year contract,
64 subsequent contracts will be for a term of four (4) school years if the teacher is in good
65 standing at the time of the contract offer.

66
67 A teacher will be considered in good standing for purposes of this policy if: (1) the
68 teacher received a rating of at least "proficient" on all standards of the teacher evaluation
69 instrument on the two most recent annual evaluations; (2) the teacher is not currently on a
70 monitored or directed growth plan, mandatory improvement plan, or corrective action
71 plan and has not been on any such plan at any time during the current or previous school
72 year; (3) the teacher has not received any of the following during the current or previous
73 school year: a demotion, a suspension without pay, a written reprimand or other
74 disciplinary action, aside from a written warning, that is documented in the teacher's
75 official personnel file; and (4) there is no other relevant performance or conduct
76 information in the personnel file that would support a decision to disqualify the teacher
77 from a multi-year contract. If renewed, a contract for a teacher who is not in good
78 standing may be for a term of one (1) year only.

80 **D. DISMISSAL AND NONRENEWAL**

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82 This policy is not intended to limit the superintendent's discretion to recommend
83 dismissal, demotion, a shorter contract length, or nonrenewal of any teacher for any basis
84 allowed by law, including but not limited to reduction in force due to school system
85 reorganization, decreased enrollment, reduced funding, or other budgetary issues as
86 described in board policy 7920, Reduction in Force: Teachers and School Administrators.
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88 Any employee who does not meet the performance or other standards of the board, the
89 standards of state law or the State Board of Education, or the terms of the employment
90 contract may be subject to demotion or dismissal, as provided in policy 7930,
91 Professional Employees: Demotion and Dismissal, or to nonrenewal, as provided in
92 policy 7950, Non-Career Status Teachers: Nonrenewal.
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94 Legal References: G.S. 115C-36, -47(18), -325.1, -325.3 through -325.13; S.L. 2013-360; State
95 Board of Education Policy BENF-009
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97 Cross References: Professional and Staff Development (policy 1610/7800), Hearings Before the
98 Board (policy 2500), Recruitment and Selection of Personnel (policy 7100), Evaluation of
99 Licensed Employees (policy 7810), Reduction in Force: Teachers and School Administrators
100 (Policy 7920), Professional Employees: Demotion and Dismissal (policy 7930), Non-Career
101 Status Teachers: Nonrenewal (policy 7950)
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