

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

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

A. Teacher Performance Expectations

Teachers are responsible for facilitating student learning in a safe and orderly environment in which students become college and career ready. Teachers must be familiar with the current statewide instructional standards for their teaching assignment and able to teach the curriculum effectively. The board expects teachers to meet all performance standards established by the board, the superintendent or designee, state law, and State Board of Education policy and to pursue professional development as provided in Policy 3600, Staff Development. Employment contracts for teaching will be granted or renewed only for individuals of proven ability who strive for excellence.

B. Superintendent’s Recommendation

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

C. Determination of Contract Length

This section applies when the superintendent has decided to recommend that the board offer a teacher a new or renewed contract.

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

1. To be eligible to be recommended for a two-year contract, a teacher must:
 - a. have been employed by the board as a teacher for at least three consecutive years;
 - b. have received a rating of at least “proficient” on all standards on the two most recent annual evaluations;
 - c. not be on a monitored or directed growth plan, mandatory improvement plan, or corrective action plan currently and not have been on any such plan at any time during the current or previous school year;
 - d. not have received any of the following during the current or previous school year: a demotion, a suspension without pay, or a reprimand, warning, or other disciplinary action that is documented in the teacher’s official personnel file; and
 - e. not have other relevant performance or conduct information in his personnel file that would support a decision to disqualify the teacher from a multi-year contract.

2. To be eligible to be recommended for a four-year contract, a teacher must:
 - a. have been employed by the board as a teacher for at least five consecutive years;
 - b. meet the criteria for a two-year contract in subsections 1b-1e above; and
 - c. possess at least one of the following qualifications:
 - i. have received a rating of at least “accomplished” on a majority of the standards on the evaluation instrument in the most recent annual evaluation;
 - ii. be licensed in an area in which the school system is experiencing difficulty recruiting qualified applicants or that is otherwise in high demand, as determined by the superintendent or designee;
 - iii. be licensed in multiple areas;
 - iv. be National Board for Professional Teaching Standards (NBPTS) certified;
 - v. have earned a master’s degree or higher in an area deemed relevant to the teacher’s professional role by the superintendent or designee;
 - vi. be currently serving in an advanced leadership role, such as mentor teacher, department chair, grade-level chair, or school improvement team member; or
 - vii. be currently performing extra-duty services, such as serving as a coach or a faculty sponsor for a student extracurricular club.

D. Dismissal and Nonrenewal

This policy is not intended to limit the superintendent's discretion to recommend dismissal, demotion, a shorter contract length, or nonrenewal of any teacher for any basis allowed by law, including but not limited to reduction in force due to school system reorganization, decreased enrollment, reduced funding, or other budgetary issues as described in board Policy 3430, Reduction in Force.

Any employee who does not meet the performance or other standards of the board, the standards of state law or the State Board of Education, or the terms of the employment contract may be subject to demotion or dismissal, as provided in board policy.

E. EXTRA DUTY CONTRACTS OR SPECIAL CONDITIONS

Any contract teacher who is also assigned coaching or other conditions or extra duty responsibilities as a "special condition" in his contract, and any career teacher who has a coaching or extra duty clause or other conditions in the "special conditions" section of his contract, may be required to continue to fulfill such duties and responsibilities as a condition of continued employment. Failure to do so may be considered grounds for dismissal.

Cross Reference: Recruitment, Selection and Retention (Policy 3020); Probationary Teacher Nonrenewal and Election to Career Status (Policy 3425). Staff Development (Policy 3600); Hearings (Policy 1316); and Reduction in Force (Policy 3430).

Legal Reference: G.S. 115C-325; [G.S. 115C-36](#), -47(18), -325.1, -325.3 through -[325.13](#); S.L. 2013-360; State Board of Education Policy [BENF-009](#).

Adopted: April 9, 2018.