**SELECTION OF 25% OF ELIGIBLE TEACHERS FOR A FOUR-YEAR CONTRACT**

The committee, consisting the building principals and the members of the Teacher Advisory Committee, met on December 9, 2013 to develop the criteria for the selection of 25% of eligible teachers to be offered a 4-year contract. A review of various options was conducted to create a process to be presented to the Board of Education for their approval on January 23, 2014. Dr. Smith emphasized the criteria should: (a) meet the provisions of the law; (b) should be as objective as possible; and (c) strive to minimize the negative impact of the requirements. It was the unanimous conclusion of the committee the provisions of Section 9.6(g) of the Appropriations Act of 2013 (SB 402) are inappropriate, demeaning to teachers, may create a false illusion of teacher effectiveness, and has the potential of creating an ineffectual work environment. Following is a summary of the recommendations of the committee.

**MEMBERS PRESENT:**

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| *COMMITTEE MEMBER* | SCHOOL | POSITION |
| *Baker, Olinka (for Sheila Evans)* | John A. Holmes | Assistant Principal |
| *Bowers, Jamie* | D. F. Walker | Principal |
| *Byrum, Sarah* | John A. Holmes | Classroom Teacher |
| *Heiniger, Nancy* | D. F. Walker | Media Specialist |
| *Leary, Emily* | White Oak | Classroom Teacher |
| *Maddox, Michelle* | Central Office | H.R. Director |
| *Self, Mike (for Gloria Horton)* | Chowan Middle | Band Director |
| *Smith, Allan* | Central Office | Superintendent |
| *Turner, Tanya* | Chowan Middle | Principal |
| *White, Michelle* | White Oak | Principal |

**DETERMINING THE POOL OF ELIGIBLE TEACHERS:** The number of teachers meeting the following two criteria will be multiplied by 25% to calculate how many teachers will be offered a 4-year contract.

*TEACHER DEFINED:* Anyone considered as a "Teacher" under the broad definition as either a classroom teacher or instructional support personnel as described in G.S. 115C-325(a)(6).

*THREE CONSECUTIVE YEARS:* Teacher must be employed in a full-time position for at least 3 consecutive years as of September 1, 2013. That is, employed by Edenton-Chowan Schools for the 2010-2011, 2011-2012, and 2012-2013 school years.

**SELECTING THE 25% OF ELIGIBLE TEACHERS:**

*SELECTION BY SCHOOL:* A total of 25% of eligible teachers throughout the school system will be offered a 4-year contract. The selection will be made on a school level basis as 25% of eligible teachers at each school will be offered a contract. Due to mathematical rounding there will be a remainder of available slots. The Superintendent will fill the remaining “at-large” slots by recommending the highest rated teachers in the district who were not otherwise selected.

*SELECTION CRITERIA:* Selection will be based on a ranking of the summative ratings on the teacher evaluation instrument for the previous two years (2011- 2012 & 2012-2013). A point value will be assigned to the rating on Standards 1-5 of the teacher evaluation instrument to derive an overall score.

*FINAL LIST FOR SELECTION OF TEACHERS:* The Superintendent will strike from the list individuals who do not want to be considered for a contract as indicated through an "opt-in/opt-out" process; teachers who have submitted a letter of resignation or retirement; individuals who have a standard rating of less than proficient and/or have documented performance concerns since 2011-2012.

TIE-BREAKERS: In the event of a tie, a series of tie-breakers will be implemented in the following sequence: (1st tie-breaker) highest ratings on Standards 1-5 for the 2012-2013; (2nd tie-breaker) highest ratings of the elements on Standards 1-5 for 2012-2013. If tie is still unbroken, compute the teachers' ratings score based on the elements from the 2011-2012 evaluation; (3rd tie-breaker) highest rating of the elements on Standards 1-5 for the 2012- 2013 year only; and (4th tie-breaker) in the unlikely event the tie still not broken, the Superintendent shall break the tie based on longest service with Edenton- Chowan Schools.