**5335 TEACHER CONTRACTS**

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 a 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, Superintendent or designee, and state law, and pursue professional development as provided in Board policy. 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 5355, Professional Development Opportunities. 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 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 is included in 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. For information regarding a determination by the Superintendent not to recommend that the Board offer a teacher a renewed contract, see the policy 5303 Non-renewal of Teachers on Renewable Contracts.

A new or renewed contract will be for a term of one school year for teachers who have been employed by the Board as a teacher for less than three years.  After a teacher has completed three years of teaching with Edenton-Chowan Schools, subsequent contracts will be for a term of four school years if the teacher is in good standing at the time of the contract offer. A teacher will be considered in good standing for purposes of this policy if the teacher: (1) the teacher received a rating of at least “proficient” on all standards of the teacher evaluation instrument on the two most recent annual evaluations. The school administration is expected to conduct annual evaluations of teachers.  In considering the evaluations for the purpose of whether to recommend a multi-year contract, the annual evaluations from the current school year and the previous school year will be considered.  If an annual evaluation was not completed for either of these two years, then the annual evaluation from the next most previous year will be considered so that two annual evaluations will still be considered.   If following this method there are not two annual evaluations to consider then the teacher will be considered proficient if the teacher is at least proficient on all standards on the current year’s evaluation, provided the teacher was present for at least six months in both the current and previous school years.  ; (2) the teacher is not currently on a monitored, directed, or mandatory improvement plan or corrective action plan, and has not been on any such plan at any time during the current or previous school year; (3) the teacher has not received a written reprimand or warning included in the teacher’s official personnel file, a demotion, suspension without pay, or other documented disciplinary action included in the teacher’s official personnel file during the current or previous school year; and (4) there is no other relevant performance or conduct information in the personnel file that would support a decision to disqualify the teacher from a multi-year contract. A contract for a teacher who is not in good standing may be for a term of one year only, if the teacher’s contract is renewed.

**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 district reorganization, decreased enrollment, reduced funding, or other budgetary issues.

Legal References: 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: February 7, 2005

Revised: April 28, 2017; October 6, 2017