



Teacher Contracts – 2018 and Beyond

Jacqueline Ellis, Marcie Holland

Background

- General Assembly eliminated the ability for a person to earn tenure (career status) if the individual did not hold career status with the district prior to August 1, 2013.
- Teachers who had career status can keep it with the district until separation.
- Under the revised statute, beginning 7/1/18, all teachers who do not hold tenure will be employed on 1, 2, or 4-year contracts under NC law.
 - Any teacher who has been employed by the district for less than 3 years can only receive a 1-year contract
 - The Superintendent may only recommend a teacher for a multi-year contract if the teacher “has shown effectiveness as demonstrated by proficiency on the evaluation instrument”
- Other than these 2 requirements, the law does not offer any additional guidance on how contracts are to be issued
- Local Boards must adopt a policy

Policy Considerations - NCSBA

NC School Boards' Association has a draft policy that provides Boards 4 options

- **OPTION ONE:** After completing 3 consecutive years on 1-year contracts, all teachers who meet performance standards receive the same contract term (1, 2, or 4-years). This option does not establish eligibility requirements and leaves to the district to determine actual contract length.
- **OPTION TWO:** After completing 3 consecutive years on 1-year contracts, all teachers who are “in good standing” are given a 2-year contract. All subsequent contracts, are for 4-years if the teacher remains “in good standing.” (defined on a later slide)

Policy Considerations – NCSBA, continued

- **OPTION THREE:** After completing 3 consecutive years on 1-year contracts, all teachers who are in good standing will receive a 2-year contract, unless the teacher meets the following qualifications for a 4-year contract:
 - Employed for at least 5 consecutive years in the school district, **AND**
 - Meets the requirement for being in good standing, **AND**
 - Possesses at least one of the following:
 - At least “Accomplished” on the majority of standards on the evaluation instrument in the most recent annual evaluation (3 out of 5)
 - Licensed in an area in which the school district is experiencing difficulty recruiting qualified applicants or that is otherwise in high demand as determined by the Superintendent of Designee
 - Licensed in multiple areas
 - Nationally Board Certified
 - Masters’ Degree or higher in an area deemed relevant to the teacher’s professional role by the Superintendent or Designee
 - Currently serving in an advanced leadership role, such as mentor, department chair, grade chair, SIP team member
 - Performing extra duty services, such as a coach or faculty sponsor for student extra-curricular clubs

Policy Considerations – NCSBA, continued

OPTION FOUR: After completing 3 consecutive years on 1-year contracts, all teachers who are in good standing are given a 2-year contract that can be extended after the first of the 2 years. The teacher will receive an annual contract extension of an additional year as long as the teacher remains in good standing. This is viewed as a “rolling” renewal method.

Policy Considerations, Local Option

LOCAL OPTION FOR CONSIDERATION (combining elements of options 2 and 4):

- After completing 3 consecutive years on 1-year contracts, all teachers who are in good standing are given a 2-year contract that can be extended annually after the first of the 2 years, as shown in option 4.
- After completing a total of 5 additional years on two-year “rolling” contracts, all teachers who are in good standing are given a 4-year contract. The 4-year contract can be extended annually for an additional year, if the teacher remains in good standing.

Policy Considerations - NCSBA

“Good Standing” Requires:

- Proficient” or better on all standards of summary evaluations in the most recent 2 years
- Not on any monitored or directed growth plan, improvement plan, or other corrective action plan during the current or previous school years
- Not received a reprimand, demotion, suspension without pay, or other disciplinary consequence in the current or previous school years
- Not have other relevant performance information in personnel file that would support a decision to disqualify the teacher
- Principal recommendation for a multi-year contract

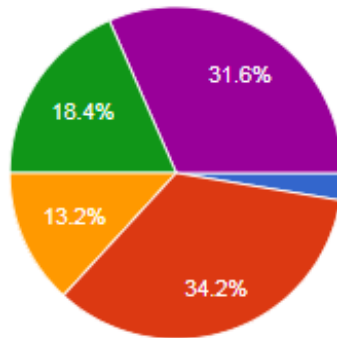
Timeline

- October 19, 2017 – Presented the statute to the Superintendent’s Teacher Advisory Council (STAC) and collected questions
- November 7, 2017 – Presented to the Principals; followed up by a Google document to collect feedback and questions
- November 16, 2017 – Presented the policy options to STAC; followed up by a Google document to collect feedback and questions
- December 5, 2017 – Board Work Session
- January/February 2018 – Following District procedures for policy review, bring policy recommendations to the Board for consideration and adoption

Principal Feedback – 1st Preference

My first preference for teacher contracts is

38 responses



- NCSBA Option 1
- NCSBA Option 2
- NCSBA Option 3
- NCSBA Option 4
- Local Option

Option 2:

- Easily understood, straightforward
- Retention factor with teachers getting to a 4 year contract more quickly
- Offers a clear 'path' for teachers and administrators to follow
- Offers a higher level of stability for teachers

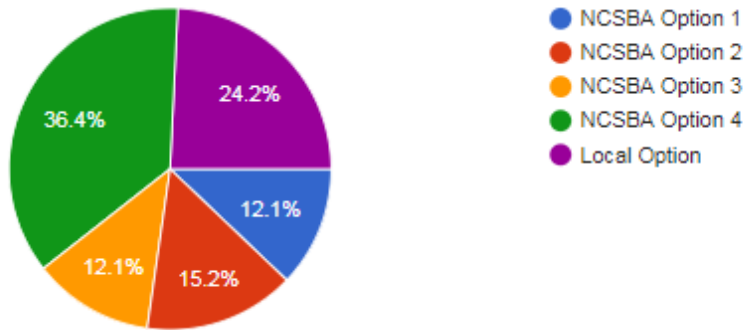
Local Option:

- Offers greatest flexibility
- Considers a teacher's longevity with the school/district
- Teachers in good standing will know that their contracts are "moving forward" each year

Principal Feedback – 2nd Preference

My second preference would be

33 responses



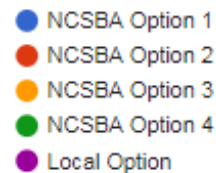
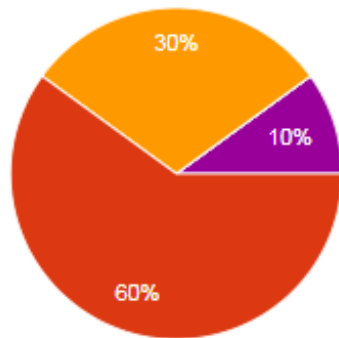
Option 4:

- Offers protection and stability for teachers who are in good standing
- Offers a higher level of stability for teachers

STAC Member Feedback – 1st Preference

My first preference for teacher contracts is

10 responses



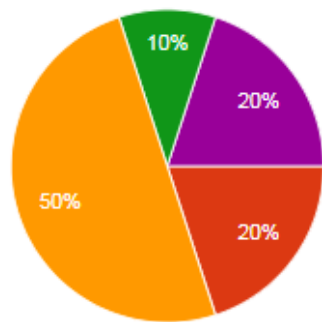
Option 2:

- **Most simple option**
- **Reasonable, fair, straightforward**
- **After a 2-year contract with good standing, confident of job security with a 4-year contract**

STAC Member Feedback – 2nd Preference

My second preference would be

10 responses



- NCSBA Option 1
- NCSBA Option 2
- NCSBA Option 3
- NCSBA Option 4
- Local Option

Option 3:

- Awards teachers who go above and beyond
- Job security with a 4-year contract if in good standing following a 2 year contract
- Encourages some form of leadership

Next Steps

- Gathering Board feedback
- Prepare a policy for Board consideration and approval
- Communication with all stakeholders regarding policy changes and implications for contracts processes

Your Feedback

- Questions?