CONTRACT FOR PROFESSIONAL SERVICES
FOR THE 2019-2020 SCHOOL YEAR

STATE OF SOUTH CAROLINA
COUNTY OF BEAUFORT

NAME OF EMPLOYEE: MACKENZIE TEAGUE

TENTATIVE ASSIGNMENT: ENGLISH

CONTRACT LEVEL: ANNUAL - GBE

This is to notify you of your appointment to a position in Beaufort County School District. This agreement, by and between the Board of Education and the Employee, is a/an contract as defined in Section 59-26-40, as amended, of the Code of Laws of South Carolina. The following conditions of employment are hereby a part of this contract:

1. The Board agrees to employ the Employee in a professional position for **190 days** during the **2019-2020** school year. The assignment indicated above is tentative and may be changed by the administration upon notice to, and consultation with, the Employee in accordance with applicable laws and policies.

2. The District agrees to pay the Employee according to the salary schedule adopted by the Board. This salary schedule will be made available as soon as practicable. Loss or reduction in any amount of anticipated or appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract and pro-rata reduction in salary, i.e., a furlough, a reduction in contract days in accord with state law, or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial emergency, or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the recommendation of the Superintendent and approval by the Board after reasonable notice has been provided to the affected parties. Any position eliminations will be handled in accordance with **BCSD Administrative Regulation HRS-30: Professional Staff Reduction in Force**.

3. The Employee shall maintain throughout the life of this contract the required qualifications of a teacher, including a valid South Carolina teaching credential, as well as the "highly qualified" certification to perform his/her teaching assignment as that term is defined in the No Child Left Behind Act and all State Board of Education implementing rules and regulations. Failure to maintain such professional qualifications during the contractual period shall constitute grounds for termination of this contract.

4. The Employee agrees to render acceptable service, perform all assigned duties, and comply with all Board and District policies, rules, and regulations, including attendance at required school or District meetings and activities. The administration may assign reasonable extracurricular activities to the Employee.

5. An initial offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good or just cause for its withdrawal.

6. This agreement is not valid unless authorized by the Board and signed by the Superintendent. If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.

Please indicate your acceptance of this agreement by signing below and returning the original to the Superintendent or his/her agent, pursuant to **S.C. Code § 59-25-420 by May 15, 2019**.

Mackenzie Teague
Employee

4-25-19
Date

Herbert M. Berg
Herbert M. Berg, Ed.D.
Superintendent

CONTRACT FOR PROFESSIONAL SERVICES
FOR THE 2018-2019 SCHOOL YEAR

STATE OF SOUTH CAROLINA
COUNTY OF BEAUFORT

NAME OF EMPLOYEE: **MACKENZIE TEAGUE**

TENTATIVE ASSIGNMENT: **ENGLISH**

CONTRACT LEVEL: **ANNUAL - GBE**

This is to notify you of your appointment to a position in Beaufort County School District. This agreement, by and between the Board of Education and the Employee, is a/an contract as defined in Section 59-26-40, as amended, of the Code of Laws of South Carolina. The following conditions of employment are hereby a part of this contract:

1. The Board agrees to employ the Employee in a professional position for **190 days** during the **2018-2019** school year. The assignment indicated above is tentative and may be changed by the administration upon notice to, and consultation with, the Employee in accordance with applicable laws and policies.

2. The District agrees to pay the Employee according to the salary schedule adopted by the Board. This salary schedule will be made available as soon as practicable. Loss or reduction in any amount of anticipated or appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract and pro-rata reduction in salary, i.e., a furlough, a reduction in contract days in accord with state law, or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial emergency, or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the recommendation of the Superintendent and approval by the Board after reasonable notice has been provided to the affected parties. Any position eliminations will be handled in accordance with **BCSD Administrative Regulation HRS-30: Professional Staff Reduction in Force**.

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Please indicate your acceptance of this agreement by signing below and returning the original to the Superintendent or his/her agent, pursuant to **S.C. Code § 59-25-420 by May 10, 2018**.

Mackenzie Teague
Employee

Jeffrey C. Moss, Ed.D, Superintendent

4-6-18
Date

CONTRACT FOR PROFESSIONAL SERVICES
FOR THE 2017-2018 SCHOOL YEAR

STATE OF SOUTH CAROLINA
COUNTY OF BEAUFORT

NAME OF EMPLOYEE: **MACKENZIE TEAGUE**

TENTATIVE ASSIGNMENT: **ENGLISH**

CONTRACT LEVEL: **ANNUAL - GBE**

This is to notify you of your appointment to a position in Beaufort County School District. This agreement, by and between the Board of Education and the Employee, is a/an contract as defined in Section 59-26-40, as amended, of the Code of Laws of South Carolina. The following conditions of employment are hereby a part of this contract:

1. The Board agrees to employ the Employee in a professional position for **190 days** during the **2017-2018** school year. The assignment indicated above is tentative and may be changed by the administration upon notice to, and consultation with, the Employee in accordance with applicable laws and policies.

2. The District agrees to pay the Employee according to the salary schedule adopted by the Board. This salary schedule will be made available as soon as practicable. Loss or reduction in any amount of anticipated or appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract and pro-rata reduction in salary, i.e., a furlough, a reduction in contract days in accord with state law, or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial emergency, or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the recommendation of the Superintendent and approval by the Board after reasonable notice has been provided to the affected parties. Any position eliminations will be handled in accordance with **BCSD Administrative Regulation HRS-30: Professional Staff Reduction in Force**.

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6. This agreement is not valid unless authorized by the Board and signed by the Superintendent. If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.

Please indicate your acceptance of this agreement by signing below and returning the original to the Superintendent or his/her agent on or before **APRIL 25, 2017**.

Mackenzie Teague
Employee

Jeffrey C. Moss, Ed.D, Superintendent

4-20-17
Date

CONTRACT FOR PROFESSIONAL SERVICES
FOR THE 2016-2017 SCHOOL YEAR

STATE OF SOUTH CAROLINA
COUNTY OF BEAUFORT

NAME OF EMPLOYEE: **MACKENZIE TEAGUE**

TENTATIVE ASSIGNMENT: **ENGLISH**

CONTRACT LEVEL: **ANNUAL - SUMMATIVE**

This is to notify you of your appointment to a position in Beaufort County School District. This agreement, by and between the Board of Education and the Employee, is a/an **ENGLISH** contract as defined in Section 59-26-40, as amended, of the Code of Laws of South Carolina. The following conditions of employment are hereby a part of this contract:

1. The Board agrees to employ the Employee in a professional position for **190 days** during the **2016-2017** school year. The assignment indicated above is tentative and may be changed by the administration upon notice to, and consultation with, the Employee in accordance with applicable laws and policies.

2. The District agrees to pay the Employee according to the salary schedule adopted by the Board. This salary schedule will be made available as soon as practicable. Loss or reduction in any amount of anticipated or appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract and pro-rata reduction in salary, i.e., a furlough, a reduction in contract days in accord with state law, or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial emergency, or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the recommendation of the Superintendent and approval by the Board after reasonable notice has been provided to the affected parties. Any position eliminations will be handled in accordance with **BCSD Administrative Regulation HRS-30: Professional Staff Reduction in Force.**

3. The Employee shall maintain throughout the life of this contract the required qualifications of a teacher, including a valid South Carolina teaching credential, as well as the "highly qualified" certification to perform his/her teaching assignment as that term is defined in the No Child Left Behind Act and all State Board of Education implementing rules and regulations. Failure to maintain such professional qualifications during the contractual period shall constitute grounds for termination of this contract.

4. The Employee agrees to render acceptable service, perform all assigned duties, and comply with all Board and District policies, rules, and regulations, including attendance at required school or District meetings and activities. The administration may assign reasonable extracurricular activities to the Employee.

5. An initial offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good or just cause for its withdrawal.

6. This agreement is not valid unless authorized by the Board and signed by the Superintendent. If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.

Please indicate your acceptance of this agreement by signing below and returning the original to the Superintendent or his/her agent on or before **APRIL 25, 2016.**

Mackenzie Teague
Employee

Jeffrey C. Moss, Ed.D, Superintendent

4-25-16
Date

CONTRACT FOR PROFESSIONAL SERVICES
FOR THE 2015-2016 SCHOOL YEAR

STATE OF SOUTH CAROLINA
COUNTY OF BEAUFORT

NAME OF EMPLOYEE: **MACKENZIE TEAGUE**

TENTATIVE ASSIGNMENT: **ENGLISH**

CONTRACT LEVEL: **INDUCTION II**

This is to notify you of your appointment to a position in Beaufort County School District. This agreement, by and between the Board of Education and the Employee, is a/an **ENGLISH** contract as defined in Section 59-26-40, as amended, of the Code of Laws of South Carolina. The following conditions of employment are hereby a part of this contract:

1. The Board agrees to employ the Employee in a professional position for **190 days** during the **2015-2016** school year. The assignment indicated above is tentative and may be changed by the administration upon notice to, and consultation with, the Employee in accordance with applicable laws and policies.

2. The District agrees to pay the Employee according to the salary schedule adopted by the Board. This salary schedule will be made available as soon as practicable. Loss or reduction in any amount of anticipated or appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract and pro-rata reduction in salary, i.e., a furlough, a reduction in contract days in accord with state law, or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial emergency, or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the recommendation of the Superintendent and approval by the Board after reasonable notice has been provided to the affected parties. Any position eliminations will be handled in accordance with **Policy HRS-30: Professional Staff Reduction in Force.**

3. The Employee shall maintain throughout the life of this contract the required qualifications of a teacher, including a valid South Carolina teaching credential, as well as the "highly qualified" certification to perform his/her teaching assignment as that term is defined in the No Child Left Behind Act and all State Board of Education implementing rules and regulations. Failure to maintain such professional qualifications during the contractual period shall constitute grounds for termination of this contract.

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5. An initial offer of employment is subject to receipt of a criminal record history report from the South Carolina Law Enforcement Division, which reveals no good or just cause for its withdrawal.

6. This agreement is not valid unless authorized by the Board and signed by the Superintendent. If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.

Please indicate your acceptance of this agreement by signing below and returning the original to the Superintendent or his/her agent on or before **APRIL 25, 2015.**

Mackenzie Teague
Employee

Jeffrey C. Moss, Ed.D, Superintendent

4/20/15
Date

WHERE LEARNING LEADS THE WAY

BEAUFORT
COUNTY SCHOOL DISTRICT

April 8, 2015

Mackenzie Teague
Bluffton High School
12 H.E. McCracken Circle
Bluffton, SC 29910

Dear Ms. Teague:

You have been issued an Induction II contract for employment for 2015-2016 school year as recommended by your principal. Based upon the passage of Act 231 during the 2012 legislative session, amended Section 59-26-40 of the Code of Laws of South Carolina, Beaufort County School District now provides an induction period of up to two years for beginning teachers, prior to advancement to an annual contract.

This second year of Induction gives you the opportunity to continue to build your skill sets through an individualized Professional Growth and Development Plan. The purpose is to prepare you to participate in the ADEPT formal/summative evaluation process.

Additionally, prior to the end of the school year, your principal will meet with you regarding your Professional Growth and Development Plan for the Summer 2015. The plan is intended to support your growth and development to ensure that you are meeting all the ADEPT Performance Standards. Your principal and assistant principal(s) will be monitoring and evaluating your performance to see that the necessary improvements are made. Your failure to show improvement in the areas of challenge presented in your plan could place your continued employment with the District in jeopardy.

The District Office administration remains available to assist you in any reasonable way. If you have questions regarding your employment status, please do not hesitate to contact Ms. Walton, Chief Administrative and Human Resources Officer.

Sincerely,

Jeffrey C. Moss, Ed.D.
Superintendent

Enclosure
cc: M. Dievendorf
Alice W. Walton

Teacher Contract

For: **Teague, Mackenzie** | Completed By: Applicant - Mackenzie Teague | Sent On: 7/22/2014 1:39pm CT
Sent By: AJ6667 | Completed: 7/22/2014 10:30pm CT

CONTRACT FOR CERTIFIED PROFESSIONAL SERVICES

STATE OF SOUTH CAROLINA
COUNTY OF BEAUFORT
NAME OF EMPLOYEE: Mackenzie Teague

* **TENTATIVE ASSIGNMENT:**	English
* **CONTRACT LEVEL:**	INDUCTION
* **SCHOOL YEAR:**	2014-2015

This is to notify you of your appointment to a certified professional position in Beaufort County School District. This agreement, by and between the Board of Education and the Employee, is a certified professional contract as defined in Section 59-26-40, as amended, of the Code of Laws of South Carolina. The following conditions of employment are hereby a part of this contract:

1. The Board agrees to employ the Employee in a certified professional position for 190 days during the current school year. The assignment indicated above is tentative and may be changed by the administration upon notice to, and consultation with, the Employee in accordance with applicable laws and policies.
2. The District agrees to pay the Employee according to the salary schedule adopted by the Board. This salary schedule will be made available as soon as practicable. Loss or reduction in any amount of anticipated or appropriated state, local or federal funding may, at the discretion of the District, require a pro-rata reduction of salary, a reduction in the term of this contract and pro-rata reduction in salary, i.e., a furlough, a reduction in contract days in accord with state law, or a termination of this agreement. Furthermore, any decline in student enrollment, elimination or change in course programming, financial emergency, or temporary closing of school or District operations because of emergency circumstances may require a pro-rata reduction in salary. Any such reduction will take place only upon the recommendation of the Superintendent and approval by the Board after reasonable notice has been provided to the affected parties. Any position eliminations will be handled in accordance with Policy HRS-30: Professional Staff Reduction in Force.
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6. This agreement is not valid unless authorized by the Board and signed by the Superintendent. If, during the term of this agreement, it is found that any part of this contract is illegal under federal or state law, the remainder of the agreement not affected by such ruling shall remain in force and effect.

Jeffrey C. Moss, Ed.D
Superintendent

Please indicate your acceptance of this agreement by signing below and submitting electronically within 10 days of receipt of this contract.

* Date: 07/22/2014

Please type your name and then click the button to digitally sing:

X	Signed: **MacKenzie Gabrielle Teague** Stamped: **7/22/2014 10:29:06 PM; 184.43.48.209; Applicant - #730 - Mackenzie Teague;**