



**Section:** 4000 Personnel

**Title:** Employee Hiring Policy

**Code:** 4001

**Status:** Active

**Adopted:** December 2, 2015

**Revised:**

The Board shall review the recommended applications from its education management partner, Charter Schools USA (CSUSA) for qualified teachers for the Charter School. All Teachers shall be jointly employed by the Board and CSUSA, such that they may be included in the compensation, benefits, payroll administration, and employment policies and practices of CSUSA; provided, however, that in all circumstances, the Board shall ultimately control the hiring and firing of the Teachers in accordance with N.C. Gen. Stat. § 115C-218.90(a)(1). In the discretion of CSUSA, Teachers may work at the Charter School on a full or part time basis. If assigned to the Charter School on a part time basis, Teachers may also work at other schools managed or operated by CSUSA. All other employees of the school shall be hired by CSUSA.

Teachers will be presented with an offer letter by CSUSA contingent upon a review of credentials and approval of the board. The offer letter is contingent upon approval by the board of directors of the charter school. If the Board does not approve the offer, the offer shall be immediately revoked without further action by CSUSA or the Board. If the Board approves the offer, employee shall be considered jointly employed by the Board and CSUSA and shall receive all benefits from CSUSA and agrees to abide by all employment policies and practices of CSUSA. The Board shall ultimately control the hiring and firing of teachers in accordance with N.C. Gen. Statutes 115C-218.90(a)(1). All other employees of the school shall receive all benefits from CSUSA.

Adopted: 12/2/15

Reviewed:

Revised:

Legal Reference: [N.C. Gen. Statutes 115C-218.90\(a\)\(1\)](#)