

**ORANGE COUNTY  
BOARD OF EDUCATION  
AGENDA ITEM ABSTRACT**

**Meeting Date:** February 10, 2014

**AGENDA ITEM No.** 14-02-14

**ACTION ITEM: (Y/N)** N

**SUBJECT:** Teacher Contract (25%)

**INFO. CONTACT:** Dr. Gerri P. Martin, Superintendent      **PHONE:** 919-732-8126

**ATTACHMENTS:**

1. Updated Numbers of eligible employees by site in OCS
2. Updated Four Year Contract Consideration Form
3. Proposed Communication Plan
4. Proposed Process for identifying the 25% of eligible employees to be offered a 4-year contract
5. Narrative Evaluation Rubric

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**PURPOSE:** The purpose of this agenda item is to provide additional information regarding the school district's plan for implementing the 25% legislation which requires the district to offer 25% of eligible employees a 4-year employment contract by June 30, 2014.

**BACKGROUND:** At the January 27, 2014, Board of Education meeting, the Board heard information regarding the legislation regarding the four-year contracts and the implications for the school district. Several items were provided to Board members in a separate notebook which included:

- A Proposed timeline
- Numbers of eligible employees by site in OCS
- Input from Principals
- Input from Teachers
- Power Point from DPI webpage as presented in a webinar
- Q&A from Professional Educators of North Carolina
- NCAE Handout
- Power Point from Jonathan Blumberg as presented to OCS BOE on November 25, 2013
- Potential Four-year Teacher's Contract with Additional Pay Pursuant to § 9.6(g) of S.L. 2013-360
- Potential Contract Consideration Form

The 25% legislation states as follows:

*SECTION 9.6.(g) Beginning September 1, 2013, to June 30, 2014, all superintendents shall review the performance and evaluations of all teachers who have been employed by the local board for at least three consecutive years. Based on these reviews, the superintendent shall identify and recommend to the local board twenty-five percent (25%) of those teachers employed by the local board for at least three consecutive years to be awarded four-year contracts beginning with the 2014-2015 school year. The superintendent shall not recommend to the local board any teacher for a four-year contract unless that teacher has shown effectiveness as demonstrated by proficiency on the teacher evaluation instrument. The local board of education shall review the superintendent's recommendation and may approve that recommendation or may select other teachers as part of the twenty-five percent (25%) to offer four-year contracts, but the local board shall not offer any teacher a four-year contract unless that teacher has shown effectiveness as demonstrated by proficiency on the teacher evaluation instrument. Contract offers shall be made and accepted no later than June 30, 2014. A teacher shall cease to be employed pursuant to G.S. 115C-325 and voluntarily relinquishes career status or any claim of career status by acceptance of a four-year contract as provided in this section.*

*SECTION 9.6.(h) Teachers employed by a local board of education on a four-year contract beginning with the 2014-2015 school year shall receive a five hundred dollar (\$500.00) annual pay raise for each year of the four-year contract.*

*SECTION 9.6.(i) Subsection (a) of this section becomes effective June 30, 2018, and no teacher employed by a local board of education on or after that date shall have career status. G.S. 115C-325 applies only to teachers with career status after June 30, 2014.*

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**FINANCIAL IMPACT:** Funding was established in the state budget to fund this mandate at this time; specifically it is in the biennium budget for the 2014-2015 fiscal year. This will impact the local supplement costs for each year, at an estimated cost of \$10,000 for the first year if all 100 accept the 4-year contract. If the state does not continue funding the salary increase, the district could be responsible for up to \$500 per employee on a 4-year contract per year for the next 3 years (2015-16, 2016-17, and 2017-18). This could potentially be \$50,000 per year in base salary, or \$150,000. The local supplement would be an additional cost, increased each additional year based on the increase in base salary. The original estimate provided of \$200,000 to \$250,000 is an estimated total cost to the district over the 4 year period (2014-2018) if state funds are discontinued after year one.

**RECOMMENDATION:** The Superintendent recommends the Board of Education receive and discuss the information and provide guidance for preferable implementation methods.

Numbers of Eligible Employees by Site in OCS

<b>Location</b>	<b>Classroom Teachers</b>	<b>25%</b>	<b>Instructional Support</b>	<b>25%</b>	<b>Total</b>	<b>25%</b>
Cameron Park	27	6.75	2	0.50	29	7.25
Central	17	4.25	4	1.00	21	5.25
Efland Cheeks	19	4.75	2	0.50	21	5.25
Grady Brown	25	6.25	4	1.00	29	7.25
Hillsborough	20	5.00	3	0.75	23	5.75
New Hope	33	8.25	4	1.00	37	9.25
Pathways	31	7.75	6	1.50	37	9.25
A.L. Stanback	32	8.00	4	1.00	36	9.00
C.W. Stanford	32	8.00	5	1.25	37	9.25
Gravelly Hill	19	4.75	3	0.75	22	5.50
Cedar Ridge	42	10.50	8	2.00	50	12.50
Orange	49	12.25	7	1.75	56	14.00
Partnership	3	0.75	2	0.50	5	1.25
Central Office	0	0.00	0	0.00	0	0.00
<b>Totals</b>	<b>349</b>	<b>87.25</b>	<b>54</b>	<b>13.50</b>	<b>403</b>	<b>100.75</b>

2/10/14

**Orange County Schools  
Four Year Contract Consideration Form**

Name (Please print): \_\_\_\_\_  
School (Please print, no initials): \_\_\_\_\_

**Background Information:** During the 2013 Legislative Session, the North Carolina General Assembly passed Senate Bill 402\*, which put in place a requirement for all North Carolina public school systems to identify and offer 25% of their eligible teachers a 4-year employment contract (2014-2018). The relevant excerpt from Senate Bill 402\* is printed at the bottom of this document.

At present, we have determined that you are eligible to be considered to receive an offer based on the criteria outlined in the law. Please complete the following information and return this form to Human Resources.

**Eligibility Determination** – Please confirm your eligibility by checking one of the two boxes in this section:

I have been a “teacher” as defined by General Statute in Orange County Schools for 3 consecutive years (10-11, 11-12, 12-13) AND was rated at least proficient on my last summative evaluation from the 12-13 school year and believe that I am eligible for consideration for the four year contract as outlined in Senate Bill 402\*.

- School/site where 12-13 summative evaluation was completed: \_\_\_\_\_
- Years of consecutive service in Orange County Schools: \_\_\_\_\_

(Please continue to **Consideration of Contract Statement** below.)

**OR**

I have not been a “teacher” as defined by General Statute in Orange County Schools for 3 consecutive years (10-11, 11-12, 12-13) OR was not rated at least proficient on my last summative evaluation from the 12-13 school year and do not believe that I am eligible for consideration for the four year contract as outlined in Senate Bill 402\*.  
(You do not need to complete the rest of the form, please sign and date at the bottom.)

**Consideration of Contract Statement:**

I wish to be considered for the four year contract as outlined in Senate Bill 402\*. I understand that by indicating my desire to be considered for this contract, I am not committed to accepting the contract, should it be offered to me.

I do not wish to be considered for the four year contract as outlined in Senate Bill 402\*. I understand that by making this selection, I am formally forfeiting any claim to receive this contract. However, as the Superintendent is required to offer 25% of eligible employees a contract, I understand that it is still possible that I may be offered a contract. If I am offered a contract, I understand that I may choose at that time to accept or not accept the contract.

\_\_\_\_\_  
Teacher Signature

\_\_\_\_\_  
Date

\*The relevant provisions of Senate Bill 402 are printed below.  
Session 2013: Senate Bill 402-Third Edition

SECTION 9.6.(g) From July 1, 2013, to June 30, 2014, all superintendents shall review the performance and evaluations of all teachers who have been employed by the local board for at least three consecutive years. Based on these reviews, the superintendent shall identify and recommend to the local board twenty-five percent (25%) of those teachers employed by the local board for at least three consecutive years to be awarded four-year contracts beginning with the 2014-2015 school year. The superintendent shall not recommend to the local board any teacher for a four-year contract unless that teacher has shown effectiveness as demonstrated by proficiency on the teacher evaluation instrument. The local board of education shall review the superintendent's recommendation and may approve that recommendation or may select other teachers as part of the twenty-five percent (25%) to offer four-year contracts, but the local board shall not offer any teacher a four-year contract unless that teacher has shown effectiveness as demonstrated by proficiency on the teacher evaluation instrument. Contract offers shall be made and accepted no later than June 30, 2014. A teacher shall cease to be employed pursuant to G.S. 115C-325 and voluntarily relinquishes career status or any claim of career status by acceptance of a four-year contract as provided in this section.

SECTION 9.6.(h) Teachers employed by a local board of education on a four-year contract beginning with the 2014-2015 school year shall receive a five hundred dollar (\$500.00) annual pay raise for each year of the four-year contract.

## **Proposed Communication Plan for the 25% - 4-Year Teacher Contract Legislation**

1. Develop an information webpage linked from the Orange County Schools' homepage that will include the following:
  - a. Senate Bill 402 excerpts related to the selection of the 25% and 4-year contracts
  - b. FAQ developed in collaboration between the NC DPI, the NC School Boards' Association (NSCBA), and the NC Association of School Administrators (NCASA)
  - c. Power Point from DPI as presented in a webinar on October 3, 2013
  - d. Attorney Blumberg's Power Point presentation (February 3, 2014)
  - e. Attorney General's Opinion Letter – October 16, 2013
  - f. A copy of the recommended 4-year contract
2. Develop a video or podcast that outlines the summary information regarding the legislation and Orange County Schools' method for identifying those to be offered a 4-year contract. Make it available on the web in early March.
3. Develop and provide an FAQ on the webpage when the video or podcast is made available. As staff has additional questions, they will be added to the FAQ and posted online.

## Proposed Process for identifying the 25% of eligible employees to be offered a 4-year contract

Based on feedback from various stakeholders including the Board, as well as details shared in presentations by our attorney, the following is being proposed as the district's selection process:

- All teachers, including classroom teachers and instructional support personnel as outlined in the Attorney General's opinion, who have been employed with Orange County Schools for 3 consecutive years (2010-11, 2011-12, and 2012-13) will be given a *Four Year Contract Consideration Form* to complete and return to Human Resources. All 'eligibility' responses will be verified and 'consideration' choices will be recorded.
  - In each case, the Superintendent will make every effort to respect an individual's choice as to whether or not to be considered for a 4-year contract.
  - Any eligible teacher who does not complete the form will be placed in the pool for consideration for the 4-year contract.
- Based on a review of the responses:
  - Those who are eligible and have indicated that they will accept a contract if offered will be identified as an individual to receive a contract, up to the 100 total eligible for the district. If more than 100 are both eligible and indicate that they will accept a contract if offered, the Superintendent will review the evaluation information for these individuals and identify individuals on a school-by-school basis to be offered a 4-year contract based on the total points calculated as outlined below.
  - If fewer than 100 are both eligible and indicate that they will accept a contract, the Superintendent will include those who have self-identified as interested in the contract in the pool of those to receive a contract. For the remaining contracts up to the total eligible for the district of 100, the Superintendent will review the evaluation information for these individuals and identify individuals on a school-by-school basis to be offered a 4-year contract based on the total points calculated as outlined below.
- Points will be assigned to the summary ratings earned by each eligible teacher for the 2011-12 and 2012-13 school years and will be averaged to determine which teachers are selected. For classroom teachers, the points will be as follows: Proficient = 1, Accomplished = 2, and Distinguished = 3. For other teachers evaluated using a four-level scale the points will be as follows: At Standard = 1, Above Standard = 2. For teachers evaluated using a six-level scale the points will be as follows: At Standard = 1, Above Standard = 2, Well Above Standard = 3, Superior = 4. For teacher evaluated using a narrative evaluation, a rubric will be used. A copy of the rubric is attached. A committee of three Central Office administrators not involved in the evaluation of these employees will read each narrative (identifying information redacted) and assign points based on the rubric. These will be averaged and points will be assigned to each narrative evaluation.
  - Teachers evaluated using a four-level scale will be grouped together and proportional selections will be made within this group.
  - Teachers evaluated using a six-level scale will be grouped together and proportional selections will be made within this group.
  - Teachers evaluated using a narrative evaluation will be grouped together and proportional selections will be made within this group.
- Tiebreaker(s) (if necessary):
  1. Elements on the most recent evaluation will be assigned a point value and the teacher with the highest average will be offered a contract.
  2. If a tiebreaker is still necessary, seniority will serve as the tiebreaker as follows:
    - Tier 1: Consecutive number of years in a tenure-eligible position in Orange County Schools
    - Tier 2: Total number of years in a tenure-eligible position in education

## Narrative Evaluation Rubric

Performance Area/Descriptors	Does Not Meet Standard for Performance (0 points)		Meets Standard for Performance (1 point)		Exceeds Standard for Performance (2 points)		Total Points for Area
	2011-2012	2012-2013	2011-2012	2012-2013	2011-2012	2012-2013	
<b>Leadership</b>							
communicates in an effective manner with assigned schools/teachers establishes positive relationships with assigned schools/teachers actively participates and makes valuable contributions in assigned meetings serves as a leader on work team							
<b>Specialty Area Knowledge</b>							
knowledgeable of content/curriculum in assigned area of responsibility delivers content and provides assistance to assigned schools/teachers in an effective manner uses data to assist schools improve student achievement delivers professional development in specialty area							
<b>Reflective Practitioner/Goal Attainment</b>							
sets growth goals for professional improvement utilizes effective strategies to assist in meeting goals demonstrates satisfactory progress in meeting goals							
<b>Total Points</b>							

**Directions:**

Review the narrative evaluations for the 2011-2012 and 2012-2013 school years for the Performance Areas and Descriptors listed above. Rate each of the Performance Area as Does Not Meet, Meets, or Exceeds based on your review. Total the number of points for each Performance Area and for the entire rubric in the appropriate space.