

Policy GCB Professional Staff Contracts

Issued 6/16

Purpose: To establish the basic structure for professional staff contracts.

Contracts

In March of each year, the principal/supervisor shall recommend to the associate superintendent or the superintendent the contract status (renewal, non-renewal, position retention, transfer, etc.) for each teacher and administrative position under his/her supervision.

Contracts shall be confirmed by the superintendent after personnel requiring contracts have been approved by the county board, in compliance with applicable law. Special provisions may be included in the contract as recommended and approved by the board.

Upon recommendation of the superintendent, the board awards teacher contracts on or before ~~April—15th~~ May 1st of each year. Teachers must give written acceptance of their contracts to the superintendent on or before May 11th ~~April 25th~~. Failure to give such notification constitutes contract rejection.

Throughout the contractual period, all conditions of employment contained in the contract or board policy shall be maintained at no less than the highest standard in effect in the district or area where services are to be performed.

Contract releases

For release of teachers from contracts, see policy GCQC/GCQD.

Teacher and Employee Retention Incentive Program (TERI) Participants

Should a mid-year vacancy occur in a contract position held by a TERI employee, the board authorizes the superintendent or his/her designee to fill such vacancy for the remainder of the school year in which the vacancy occurs through a letter of agreement, when appropriate. This letter of agreement shall state that the employee has no right to or expectation of employment unless specifically offered by the district for that year or subsequent years.

When issuing contracts, Charleston County School District shall offer TERI employees working under TERI agreements that shall expire during the upcoming school year the same type of contract that the participant had the previous year, including the condition that the employee contract expires on the date listed in the employee's TERI agreement.

Adopted 5/10/73; Revised 2/17/75, 2/17/85, 3/25/85, 3/10/86, 2/12/96, 3/23/98, 2/13/06, 6/27/16

Legal references:

S. C. Code, 1976, as amended:

[Section 59-19-80](#) - Requirements as to purchases and teacher employment (teacher contracts to be awarded in public).

[Section 59-19-290](#) - Contracts in excess of apportioned funds void.

[Section 59-20-50](#) - Minimum salary schedule.

[Section 59-21](#)-20 - Teacher contracts to be based on school term of 190 days.

[Section 59-25](#)-410 - Notice to teacher of employment status.

[Section 59-25](#)-420 - Teacher required to notify board of acceptance; opportunity for hearing if not reemployed.

[Section 59-25](#)-710 - Salary complaints.

[Section 9-1](#)-2210 - Teacher and Employee Incentive Program; operation.
S.C. Acts and Joint Resolutions:

REMOVE

1967 Act 340 - Creates the School District of Charleston County and abolishes the county board of education; sets forth the powers of the constituent district boards.

Charleston County School District
