MONTGOMERY COUNTY SCHOOLS
Life-Ready
Globally Competitive

441 Page Street • P.O. Box 427
Troy, North Carolina 27371-0427
PHONE: (910) 576-6511 • FAX: (910) 576-2044

TO: Board of Education

FROM: Dr. Emily Shaw

DATE: February 3rd, 2025

Attached you will find proposed Policy Codes for your consideration:

- **Policy 7410-**Teacher Contracts

441 Page Street • P.O. Box 427
Troy, North Carolina 27371-0427

February 03, 2025

RE: First Read
Montgomery County School Board Policy

The following policy represents an update to an existing policy.

| Policy # | Name | Explanation |
|---|---|---|
| 7410 | Teacher Contracts | ● The updated policy for review allows teachers to secure two or four contracts with fewer constraints once they have completed the 3-year comprehensive cycle. |

The board recognizes the importance of establishing a clear contractual relationship with teachers employed by the school system. All teacher employment contracts entered into by the board will meet the requirements of state law and State Board of Education policy. Nothing in this policy is intended to grant or confer any employment rights beyond those existing in law.

For the purposes of this policy, the term "teacher" is defined as a person who meets the requirements of G.S. 115C-325.1(6). An individual who is employed under a part-time teacher contract (less than 100%) or employed under a temporary teacher contract does not meet this definition of teacher; however, the board's performance expectations established in this policy apply to such individuals.

## A. TEACHER PERFORMANCE EXPECTATIONS

Teachers are responsible for facilitating student learning in a safe and orderly environment in which students become college and career ready. Teachers must be familiar with the current statewide instructional standards for their teaching assignment and able to teach the curriculum effectively. The board expects teachers to meet all performance standards established by the board, the superintendent or designee, state law, and State Board of Education policy and to pursue professional development as provided in policy 1610/7800, Professional and Staff Development. Employment contracts for teaching will be granted or renewed only for individuals of proven ability who strive for excellence.

## B. SUPERINTENDENT'S RECOMMENDATION

The board will employ teachers upon the recommendation of the superintendent. The superintendent is expected to be able to substantiate with supporting information any recommendation for a new or renewed contract for an applicant or current teacher. The superintendent's recommendation for a new or renewed contract must include the length of the term of the contract, which must be consistent with state law and board requirements as described in Section C, below. The board will follow a recommendation of the superintendent regarding the length of the contract that is consistent with law and this policy unless specific circumstances justify offering the teacher a contract of a different term. In considering the superintendent's recommendation, the board may review any information that was in the teacher's personnel file at the time of the superintendent's recommendation or was added to the teacher's file, with the proper notice to the teacher, prior to the board's decision.

## C. DETERMINATION OF CONTRACT LENGTH

This section applies when the superintendent has decided to recommend that the board offer a teacher a new or renewed contract. For information regarding a decision by the superintendent not to recommend that the board offer a teacher a renewed contract, see policy 7950, Non-Career Status Teachers: Nonrenewal.

For purposes of determining a teacher's years of employment by the board in this section, a year is at least 120 workdays performed as a teacher in a full-time permanent position. If a teacher in a full-time permanent position did not work for at least 120 workdays as a teacher in a year for any reason, including because the teacher was on approved or legally entitled leave, that year will not be deemed to constitute a year of employment for the teacher unless required by law. Furthermore, a year in which a teacher in a full-time permanent position did not work for at least 120 workdays as a teacher because the teacher was on approved or legally entitled leave will not be considered a break in the continuity of employment for the teacher. A suspension will not constitute approved or legally entitled leave for purposes of this policy.

A teacher that is within their first three years of employment by Montgomery County Schools will receive a one-year contract based on principal recommendation.

A teacher who has worked previously for Montgomery County Schools for three or more consecutive years and has returned to our school system, must be successfully employed on a one-year contract with Montgomery County Schools before they can qualify for a two or four year contract. This contract will be based on principal recommendation.

~~1. To be recommended for an additional one year contract after three years, a teacher must:~~

~~a. have received a rating of at least "proficient" in four of five categories of last summative evaluation;~~

~~b. not be on a growth, improvement, or corrective action plan currently and not have been on any such plan at any time during the current school year;~~

~~c. not have other relevant performance information or letters of reprimand in his or her personnel file that would support a decision to disqualify the teacher for another contract.~~

1. ~~2.~~

~~a. have received a rating of at least "proficient" in all five categories and "accomplished" in standard four of last summative evaluation;~~

~~b. not be on a growth, improvement, or corrective action plan currently and not have been on any such plan at any time during the current or previous school year;~~

~~c. not have received a reprimand, demotion, suspension without pay, or other disciplinary consequence during the current or previous school year;~~

~~d. not have other relevant performance information in his or her personnel file~~

~~that would support a decision to disqualify the teacher from a multi-year contract; and~~

To be recommended for a two-year contract, a teacher must:

a. have been employed by the board as a teacher for at least three consecutive years;
b. have received a rating of at least "proficient" on all standards on the two most recent annual evaluations;

c. not be on a monitored or directed growth plan, mandatory improvement plan, or corrective action plan currently and not have been on any such plan at any time during the current or previous school year;

d. not have received any of the following during the current or previous school year: a demotion, a suspension without pay, or a reprimand, warning, or other disciplinary action that is documented in the teacher's official personnel file; and

e. not have other relevant performance or conduct information in his or her personnel file that would support a decision to disqualify the teacher from a multi-year contract.

2. ~~3.~~ To be recommended for a four-year contract, a teacher must:

~~a. meet the criteria for a two-year contract; and~~

~~b. have received a rating of at least "accomplished" or higher on three of the five standards (two of these must be standards one and four) on the evaluation instrument in the most recent summative evaluation;~~

~~c. not be on a growth, improvement, or corrective action plan currently and not have been on any such plan at any time during the current or previous school year;~~

~~d. not have received a reprimand, demotion, suspension without pay, or other disciplinary consequence during the current or previous school year;~~

~~e. not have other relevant performance information in his or her personnel file that would support a decision to disqualify the teacher from a multi-year contract; and~~

a. have been employed by the board as a teacher for at least five consecutive years;

b. meet the criteria for a two-year contract; and

c. possess at least one of the following qualifications:

i. have received rating for at least "accomplished" on a majority of the standards on the evaluation instrument in the most recent annual evaluation;

ii. be licensed in an area in which the school system is experiencing difficulty recruiting qualified applicants or that is otherwise in high demand, as determined by the superintendent or designee;

iii. be licensed in multiple areas

iv. be National Board for Professional Teaching Standards (NBPTS) certifies;

v. have earned a master's degree or higher in an area deemed relevant to the teacher's professional role by the superintendent or designee;

vi. be currently serving in an advance leadership role, such as mentor teacher, department chair, grade-level chair, or school improvement team member; or

vii. be currently performing extra-duty services as described in policy 7405, Extracurricular and Non-Instructional Duties, such as serving as a coach or a faculty sponsor for a student extracurricular club.

4. The Board recognizes that multi-year contracts are necessary to attract and retain only the very best teachers. Pursuant to this goal, only the finest educators are eligible for multi-year contracts. The Superintendent and a committee, consisting of the executive leadership team, will convene to personally review every principal recommendation for a multi-year contract, prior to presentation to the Board for ultimate approval.

## D. DISMISSAL AND NONRENEWAL

This policy is not intended to limit the superintendent's discretion to recommend dismissal, demotion, a shorter contract length, or nonrenewal of any teacher for any basis allowed by law, including but not limited to reduction in force due to school system reorganization, decreased enrollment, reduced funding, or other budgetary issues as described in board policy 7920, Reduction in Force: Teachers and School Administrators.

Any employee who does not meet the performance or other standards of the board, the standards of state law or the State Board of Education, or the terms of the employment contract may be subject to demotion or dismissal, as provided in policy 7930, Professional Employees: Demotion and Dismissal, or to nonrenewal, as provided in policy 7950, Non-Career Status Teachers: Nonrenewal.

Legal References: G.S. 115C-36, -47(18), -325.1, -325.3 through -325.13; S.L. 2013-360; State Board of Education Policy BENF-009

Cross References: Professional and Staff Development (policy 1610/7800), Hearings Before the Board (policy 2500), Recruitment and Selection of Personnel (policy 7100), Evaluation of Licensed Employees (policy 7810), Reduction in Force: Teachers and School Administrators (policy 7920), Professional Employees: Demotion and Dismissal (policy 7930), Non-Career Status Teachers: Nonrenewal (policy 7950)

Issued: March 28, 2014
Revised: April 28, 2017
Updated: October 6, 2017
Updated: February 5, 2018
Updated: June 4, 2018
Updated: December 2, 2019