

ELIMINATION OF CAREER STATUS BY JULY 1ST 2018

- Any teacher who did not attain career status in their current LEA prior to the 2013-14 school year cannot attain career status.
- By July 1st 2014 school systems must offer 25% of the BEST teachers the opportunity to give up tenure and receive up to a four year contract which includes an annual pay raise of \$500 during the four years. This would be a four year total of \$5,000. **
- The Board of Education determines the term of each contract.
- Teachers who have received tenure prior to the 2013-2014 will be eligible to receive the offer made to the top 25%.
- It is up to the school district to determine who will be offered this opportunity.
- All teachers who have not been granted career status prior to the 2013-14 school year shall be offered only one year contracts.
- Probationary teachers are only eligible for one year contracts. **
- For the 2014-15 school year 25% of our teachers will be offered up to a four year contract, tenured teachers will continue to hold that status until June 30th 2018.
- All other teachers can only be offered a year to year contract.
- After July 1st 2018, all teachers will be offered either a one, two or four year contract to continue employment with Montgomery County Schools.
- School systems are still waiting on an interpretation to see if employees in the following categories can be considered as a part of the 25% that can be offered a four year contract: Guidance Counselors, School Psychologists, School Social Workers, Speech-Language Pathologists and Media Coordinators.**
- Starting the spring of 2018, recommendations for teacher renewals shall include the term of the contract. One year contracts for teachers with less than three years with Montgomery County Schools. One, Two or Four year contracts for teachers with three or more years in our system.

** Clarifications still needed for all North Carolina LEA's

CALCULATING THE 25%

- The 25% is based on the number of eligible teachers employed in the LEA as of Sept. 1st 2013
- Minimum Standards: Employed by LEA in tenured status and must show effectiveness as demonstrated by proficiency on the teacher evaluation instrument.
- Nothing in the statute precludes the Superintendent from adding criteria for selection.

FACTORS TO CONSIDER WHEN DETERMINING THE 25%

1. Recognize the nature of the teacher evaluation instrument involves some subjectivity and there is potential lack of inter-rater reliability.
2. Recognize the impact of testing and accountability.
3. Understand the big picture and repercussions of the decisions.
4. Consider taking the top 25% from each school.
5. Consider taking the top 25% of the LEA's eligible elementary, middle and high school teachers.
6. Consider choosing the top 25% of the eligible teachers in each licensure area.
7. Consider half of the 25% in hard to fill areas like science, math and exceptional education teachers.
8. Lottery system?