

Descriptor Term:
SCHOOL ADMINISTRATOR CONTRACTS

Descriptor Code:
7.3310

Legal References: G.S. 115C-36, -47(18), -284(c), -287.1, -289, -325

Cross References:

The board recognizes that effective employees are critical to the smooth operations of the school system and to creating a learning environment in which students can succeed. The board further believes that students will not excel in performance unless those who most directly affect students, including school administrators, teachers and other licensed professionals, excel in their performance.

For the purposes of this policy, the term "school administrator" is defined as a principal, assistant principal, supervisor or director whose major function includes the supervision of teaching or any other part of the instructional program.

School administrator contracts will be granted, extended or renewed only for individuals of proven ability who strive for excellence. School administrators should be able to facilitate student learning and effectively carry out the responsibility of providing for school safety, and enforcing student discipline. The superintendent is expected to be able to substantiate any recommendation for granting a new administrator contract, extending a current administrator contract or renewing an administrator contract with evaluation data (as described in 7.3900 Evaluation of Licensed Employees), or in regard to applicants, with data from the selection process (as described in 7.1000 Recruitment and Selection of School Personnel). If the board is not satisfied that an applicant or employee has met the standards established by the board, employment will be denied, following statutorily prescribed procedures.

Initial contracts between a school administrator and the board will be for a term of two (2) to four (4) years. Four-year contracts will be granted only to exemplary school administrators. Absent unusual circumstances, two-year initial contracts will be granted for individuals who do not have experience as a school administrator.

In addition, one-year contracts may be granted to individuals who hold a provisional assistant principal's certificate. Subsequent contracts between a principal or assistant principal and the board will be granted for a term of four years.

An employee who has a school administrator contract with the school system is expected to continue to strive for excellence, meet all performance standards established by the board, and pursue professional development. Any employee who is unable or unwilling to meet reasonable standards of the board may be subject to demotion or dismissal in accordance with statutorily prescribed procedures.

If the superintendent decides not to recommend that the board offer a school administrator a new, renewed or extended contract, the employee has all procedural rights accorded by G.S. 115C-287.1.