



***WAKE COUNTY BOARD OF EDUCATION***  
**Work Session**

**PRECIS**

**SUBJECT/TOPIC**

UPDATE ON IMPLEMENTATION OF TENURE PHASE OUT LEGISLATION INCLUDING BASIS FOR SELECTION OF 25% OF TEACHERS

**DEPARTMENT, BOARD/STAFF LIAISON(S), AND ANY PRESENTERS FROM OUTSIDE THE DISTRICT**

Doug Thilman, Assistant Superintendent of Human Resources

**BACKGROUND**

The Excellent Public Schools Act of 2013

Section 9.6(g) of the Act provides that beginning September 1, 2013, superintendents must review the performance and evaluations of all teachers who have been employed by the board of education for at least three consecutive years.

Based on this review, the superintendent must identify and recommend to the board twenty-five percent (25%) of those teachers who have been employed by the board for at least three consecutive years to be offered four-year contracts. These contracts will be effective beginning with the 2014–2015 school year.

Staff will present an update to the board as the plan develops

**FISCAL IMPLICATIONS**

None for the 2013-2014 budget. With the implementation starting in July of 2014, additional resources may be necessary to provide increases to the teacher supplement pay scale.

**SAVINGS**

N/A

**NEXT STEPS / RECOMMENDATIONS**

The superintendent will determine the methodology to be used for determining the 25% of teachers who will be offered a 4-year contract. Once this is determined the board will be informed of the appropriate process and timeline for implementation.

