

A yellow diamond-shaped background. At the top left, a red crayon is shown with a red squiggly line extending from its tip. At the bottom right, a blue crayon is shown with a blue squiggly line extending from its tip. The text "Teacher Contracts/Due Process Rights" is centered in the middle of the diamond.

Teacher Contracts/Due Process Rights

Contract Levels in South Carolina



- South Carolina Code Ann. § 59-26-40
 - Induction
 - Annual
 - Continuing



Induction Contract



- Who Gets One?
 - First year teachers
 - Out-of-state and non-public school teachers who have less than one year of teaching experience
 - Out-of-state and non-public school teachers who have one or two years of teaching experience (at the discretion of the district)



Induction Contract



- What Type of Assistance or Evaluation is Required?
 - Formal induction program
 - Comprehensive guidance and assistance
 - Written feedback regarding strengths and weaknesses
 - Orientation program
 - Mentor
 - Monthly professional development seminars and observations
 - Formal conferences
 - Assistance team



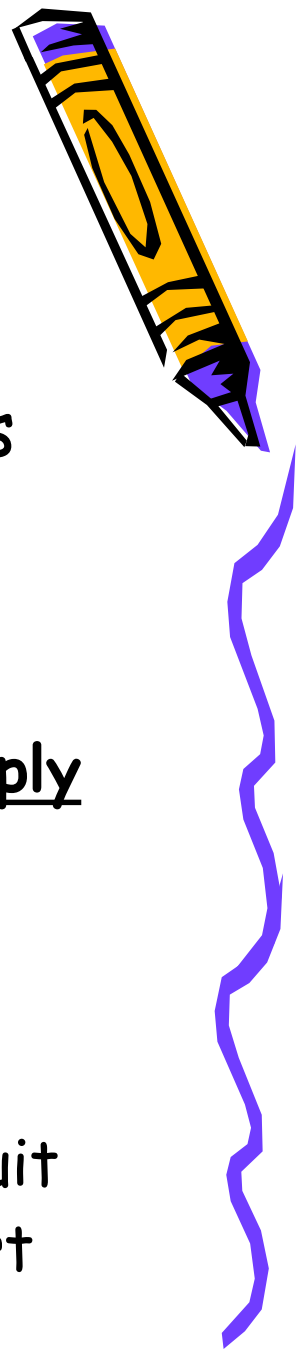
Induction Contract

- A Person May Be Employed as an Induction Teacher for up to 3 years prior to advancing to an Annual contract.
- A District Can Non-Renew An Induction Teacher even if Teacher is Successful or Unsuccessful.



Induction Contract

- For Non-Renewal, What Due Process Rights Must Be Provided?
 - Minimal due process rights - Teacher Employment and Dismissal Act does not apply
 - Informal pre-termination conference
 - Notice of concerns/ An opportunity to respond
 - Not appealable to the school board or Circuit Court



Annual Contract



- Who Gets One?
 - Teachers who have successfully completed induction
 - Out-of-state and non-public school teachers who have one or two years of teaching experience (at the discretion of the district)
 - Teachers who have more than two years of out-of-state or non-public school teaching experience



Annual Contract



- Annual Contracts may be one of the following:
 - Annual Formal 1 - teacher will go through formal evaluation during the year (SAFE-T)
 - Annual Diagnostic Assistance (for one year only)
 - Annual GBE (Goals based evaluation)

A teacher may be on an Annual Contract for no more than 4 years.



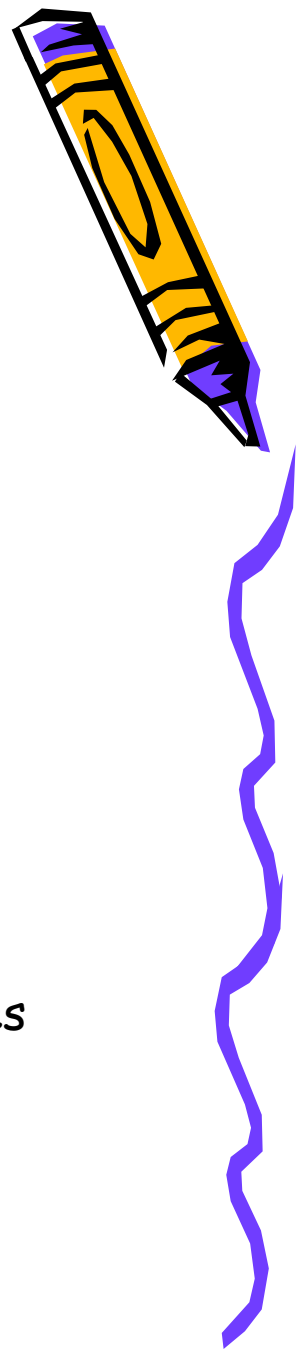
Annual Contract



- A District Can **Non-Renew** An Annual Teacher If Teacher is Successful or Unsuccessful



Annual Contract



- For Non-Renewal, What Due Process Rights Must Be Provided?
 - Minimal due process rights - Teacher Employment and Dismissal Act **does not apply**
 - Informal pre-termination conference
 - Notice of concerns
 - An opportunity to respond
 - Informal hearing before the superintendent
 - May petition to be heard by the district board of trustees
 - Board will review written materials
 - Board may grant or deny request for hearing

Not appealable to Circuit Court



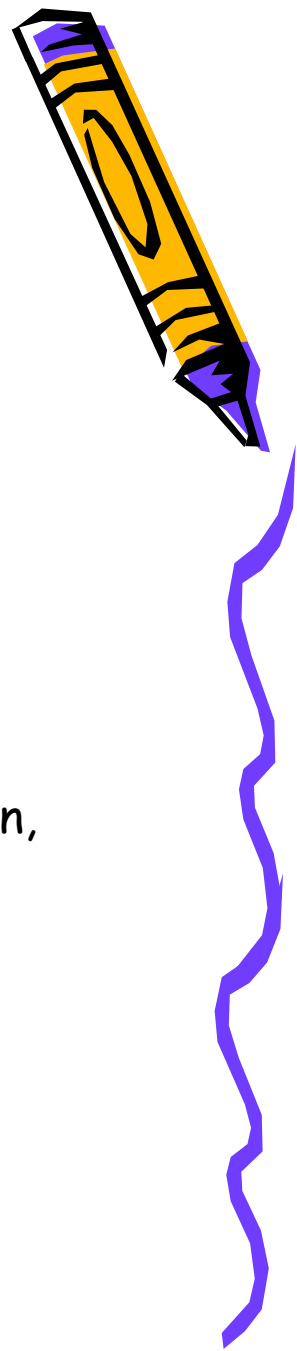
Continuing Contract



- Who Gets One?
 - Teachers who have successfully completed the annual contract period and are certified by the state
 - Teachers with out-of-state or non-public teaching experience who hold national board certification



Continuing Contract



- What Type of Evaluation is Required?
 - Evaluation must be on a continuous basis

Informal -- Goals Based Evaluation

Formal evaluation

- Includes an individualized professional growth plan, supportive of district strategic plans and school renewal plans
- Must be notified of formal evaluation status by April 15, or at time of hire if new to a district



Continuing Contract

- For Non-Renewal or Termination, What Due Process Rights Must Be Provided?
 - Teacher Employment and Dismissal Act applies
 - S.C. Code ann. § 59-25-410, et seq.
 - Teacher entitled to full evidentiary hearing in front of the district board of trustees
 - Board decision appealable to Circuit Court, and thereafter to Court of Appeals and Supreme Court

