



Working for the Innovative School District

The North Carolina Innovative School District (ISD) was established as the 116th School District in North Carolina and is under the administration of the NC State Board of Education and the State Superintendent. Created to improve student outcomes in low-performing schools across the state, the ISD will partner with local communities to design and implement strategies for school improvement, creating innovative conditions for accelerating student achievement.

The ISD is charged with overseeing the temporary transfer of a total of five (5) of the state's lowest-performing public elementary schools across the state for operation by qualified Innovative School operators. Per statute, only one (1) school in a local district can be transferred to the ISD. The schools transferred to the ISD will be referred to as "Innovative Schools." The innovative school operators will work under contract for five years and must meet annual performance expectations. At the end of the contract period, the Innovative Schools will be transitioned back to the control and management of the local school district unless other options are agreed upon by the local school board, the ISD Superintendent, and approved by the State Board of Education.

EMPLOYMENT

School Principal:

Innovative school principal candidates will be interviewed, selected and hired by the Innovative School operator in coordination with the ISD Superintendent.

Teaching Staff:

Upon start-up of each new Innovative School, the Innovative School operator, in coordination with the ISD Superintendent, will interview for teaching and support staff and select candidates for those positions. The ISD plans to follow a similar process for hiring that is used when teachers transfer from one public school district to another. Teaching staff will report to the Innovative School principal.

Teachers will be hired on a contract basis with terms established by the Innovative School operator, in coordination with the ISD

Superintendent. Teachers with expiring contracts will be appropriately notified. Any applicable teacher licensure requirements will follow North Carolina state law.

The Innovative School operator, with oversight and approval by the ISD Superintendent, will determine the pay scale for teachers and administrators as part of their operations plan. It may not necessarily reflect the pay scale of other districts. For example,

a higher pay scale may be offered to some candidates for difficult-to-fill or high-priority positions.

Teaching staff will be employees of the ISD. All ISD employees will be eligible for enrollment in the

Teacher's and State Employees Retirement System of North Carolina, the State Health Plan, and other benefits available to State employees, including vacation accrual, sick time and holiday pay.

Transportation Staff:

Bus drivers and other transportation staff will remain employees of the local district, i.e., Local Education Agency (LEA). The LEA is responsible for providing transportation to all students assigned to an Innovative School.

SCHOOL POLICIES

The ISD will function in a similar manner as the state's other LEAs and will—in adherence to state law and in coordination with the Innovative School operator—develop applicable policies for their schools.

SCHOOL CALENDARS

The ISD will set the calendar for its schools; however, for practical reasons related to transportation—which will remain managed and operated by the local school district—the calendar for Innovative Schools may match or closely align with the calendar of the local school district, unless other options can be agreed upon between the ISD, the Innovative School Operator, and the local district.