BUNCOMBE COUNTY SCHOOLS
HUMAN RESOURCES DEPARTMENT

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TO: Mister Chair and Members of the Buncombe County Board of Education

FROM: Brian Propst, HR Director BP

DATE: May 27, 2026

SUBJECT: Summer Employment Temporary Contracts

Attached you will the contract template that will be sent electronically to our employees providing summer services. The chart below breaks down the number of employees receiving this contract as of today:

Summer Reading Camp (2nd-3rd grade)	64
High School Summer Learning	20
Total employees	**84**

These will be temporary employment contracts for terms beginning as early as June 17, 2026 and ending as late as July 15, 2026 and is conditioned upon final approval by a majority of the Board at an officially called meeting. Please let me know if you have any questions.

Respectfully,

Brian Propst

Attachment: 2026 Summer School Temporary Employment Contract

CONTRACT FOR PROFESSIONAL SERVICE
North Carolina Public Schools

This temporary employment contract is entered into on this date, by and between **NAME** ("Employee"), and the Buncombe County Board of Education (the "Board"), for a term beginning **START DATE** and ending **END DATE**. This Contract is conditioned upon final approval by a majority of the Board at an officially called meeting of the Board and signed by both parties. In addition, this Contract is contingent upon the condition subsequent of sufficient student enrollment to justify employment. Employee and the Board agree to the following terms and conditions, consistent with applicable laws of the State of North Carolina:

1. **Scope:** This Contract is entered into solely for the purposes of operating summer learning programs (Read to Achieve Reading Camp or High School Summer Learning) outside of the instructional school calendar. Employment under this Contract does not render Employee an "employee," "teacher," "employee," or "state employee" as defined by the North Carolina General Statutes Chapter 135, which means employment in the summer learning programs (Read to Achieve Reading Camp or High School Summer Learning). Employee is not eligible to accrue paid leave during the temporary employment provided under this Contract. Pursuant to Section 1.1.5 of the North Carolina Public Schools Benefits and Employment Policy Manual, the temporary employee may not use leave earned during any previous employment.

2. **Term:** Employee will provide services pursuant to this Contract for term listed above. This contract ends on the specified date without any further action or notice from the Board. This contract serves to give you notice that absent further action by the Board this contract will end and will not be extended or renewed beyond the term of this contract.

3. **Compensation:** Employee shall be compensated for the professional services performed pursuant to this Contract at their daily rate of pay consistent with North Carolina General Statutes and the 2025-26 salary schedule for school employees established by the State of North Carolina. If Employee is paid from local funds, the compensation will be consistent with the 2025-26 local salary schedule adopted pursuant to N.C. Gen. Stat. § 115C-302.1(h), if the Board has adopted such a local salary schedule.

   If applicable, teachers in the Read to Achieve Reading Camp shall receive a sign-on bonus as described in NC SL 2021-8 Section 7.(b) in the amount of $1,200.00.

4. **Qualifications:** Throughout the term of this Contract, Contractor shall maintain a professional educator's license. In the event that Contractor's license is revoked, suspended, expired, or not renewed for any reason, Contractor shall inform the Board's Human Resources Office. Contractor is solely responsible for obtaining and maintaining all required licenses in order to be employed by Board. This requirement does not apply to classified positions.

5. **Duties:** Employee shall perform all duties assigned by the Superintendent or designee, and required by the laws of the State of North Carolina. This Contract creates no right to any particular assignment or school site. Employee agrees to become familiar with and abide by the policies and practices of the Board and the North Carolina State Board of Education, and to abide by the laws of the State of North Carolina and the United States.

6. **Termination of Contract by the Board:** The Employee accepts that the school system may terminate this temporary contract on the same grounds as for dismissal of an at-will employee, including, but not limited to, reductions in available funding. Termination of the contract under this paragraph shall not be considered a "dismissal" or "demotion" under Art. 22, Part 3 of Chapter 115C of the North Carolina General Statutes.

7. **Modification:** This Contract is subject to modification as a result of subsequent legislative enactments.

8. **Severability:** If any provision of this Contract is held to be invalid or unenforceable, such provision shall be severed and shall be inoperative, and the remainder of this Contract shall remain in full force and effect.

9. **Criminal Records Check:** To the extent required by LEA policy for new employees, the enforceability of this contract is contingent upon the outcome of Employee's criminal records and sex offender registry checks. *See* N.C. Gen. Stat. § 115C-332.

_____	_____	_____
EMPLOYEE SIGNATURE	DATE	EMPLOYEE ID

_____	_____
BOARD CHAIR SIGNATURE BUNCOMBE COUNTY SCHOOLS	DATE

_____	_____
BCS FINANCE OFFICER SIGNATURE	DATE

This instrument has been pre-audited in the manner required by the School Budget and Fiscal Control Act.