

The Emereau Foundation, Inc.
Emereau: Bladen
995 Airport Rd P.O. BOX 547
Elizabethtown, North Carolina 28337 919-
247-6595

**At Emereau, we illuminate to embark; we investigate to discover;
we innovate to transform; we cultivate to sustain; we celebrate to thrive –
realizing the potential within us - we graduate. $E=i^3c^2g!$**

Thank you for your interest in Emereau: Bladen, a North Carolina public charter school. The Emereau Foundation seeks to establish an exemplary learning community grounded in the principles of highly effective organizations as presented in our charter application:

“Emereau: Bladen understands and accepts that the path to school-wide “Educational Greatness” will require dedication, determination, consistency, and perseverance grounded in a belief that all students possess capacity, natural curiosity, and a desire for personal fulfillment. Emereau: Bladen’s role and obligation will be to create an educational environment where students, educators, and the greater learning community thrive.

Emereau’s K-12 instructional program, reflected in the Mission and articulated in the Formula for Greatness: $E=i^3c^2g!$, reflects twenty-first century research including and not limited to Creative Schools (Robinson, K., 2015); Go Blended (Arney, L., 2015); Disrupting Class (Christensen, C. M., Horn, M. B. and Johnson, C.W., 2011); Mindsets in the Classroom (Ricci, M C., 2013), Creating Innovators (Wagner, T. 2012), and Learning Through Inquiry: A Process (McCune, D. 2015). This research informs the Emereau learning environment: illuminate, investigate, innovate, cultivate, and celebrate.”

As you begin the Emereau: Bladen application process, please carefully review the following:

- Emereau Mission
- School Overview
- Professional Academic Calendar
- Frequently Asked Questions
- North Carolina Professional Teaching Standards_
<http://www.dpi.state.nc.us/docs/effectiveness-model/ncees/standards/prof-teach-standards.pdf>
- North Carolina Educator Code of Conduct_
<http://www.dpi.state.nc.us/docs/effectiveness-model/ncees/standards/code-of-ethics.pdf>
- Emereau Employment Application Process

Frequently Asked Questions

1. What benefits will Emereau: Bladen offer?

The Emereau Foundation, Inc. offers a NC State Health Plan and a Retirement Plan “Employee shall, in his or her discretion, be entitled to participate in such other benefit plans as the school may offer from time to time, including, without limitation, the North Carolina State Employee’s Health Plan. The Employee’s cost of participation in such other benefit plan may vary, depending on the individual terms and conditions of the offered plan.” Emereau Employment Agreement.

2. How are leave days acquired?

Employee shall be entitled to receive or participate in the employee benefit plans provided by the Charter School. Ten (10) days of paid leave will be available as determined by the Charter School and approved policies. Paid leave benefits may be accumulated up to a maximum of 11 days and carried over into a subsequent employment year; Employee may not carry over in excess of 11 days; therefore, Employee will have no more than 21 leave days in any given employment year. In the event Employee’s employment is terminated, Employee will receive remuneration for accrued leave through the date of termination, up to 10 days. The amount of paid leave will be calculated based upon the Employee’s average work “day” hours (i.e.: if Employee works an average eight (8) hour day, then a “day” equals eight (8) hours.” Emereau Employment Agreement.

3. Does Emereau: Bladen follow the NC State Salary Schedule?

Emereau: Bladen does not follow the NC State Salary Schedule. Each employee’s salary is determined by undergraduate and graduate degrees; experience; GPA; demonstrated excellence in teaching; demonstrated leadership; and demonstrated commitment to professional growth and development. Beginning teachers may expect a base salary of \$40,000.00 annually.

4. Will Emereau: Bladen recognize advanced degrees and National Board Certification?

Yes, Emereau will recognize advanced degrees and certifications.

5. Is there a Dress Code for Emereau: Bladen personnel?

Yes. Specific requirements will be provided to all school personnel prior to the beginning of the Summer Institute in July.

6. Are teachers required to hold a North Carolina teaching license?

Emereau: Bladen will meet or exceed the charter school law requiring 50% of the teaching faculty to hold a North Carolina license as of August 1, 2018. All educators must hold a minimum of a four-year undergraduate degree from an accredited college or university. Additionally, Emereau: Bladen will set benchmarks for faculty to pursue Lateral Entry, National Board Certification, and NC Highly Qualified Status.

Emereau Employment Application Process

The Emereau Foundation, Inc.
Emereau: Bladen 2021-2022
Academic Year

Please assemble the required documents in the order listed below. Return these in a sealed envelope to:

Emereau: Bladen Charter School
995 Airport Rd P.O. BOX 547, Elizabethtown, North Carolina 28337

Required Documents:

- Cover Letter
- Resume
- Criminal Background Check Release Form (signed)
- Official Undergraduate and Official Graduate Transcripts (sealed/signed)
- Copy of North Carolina or other state licensure certificate/s
- Three letters of reference
 - Personnel (non-family member)
 - Professional
 - Community Member
- Responses to Three Essay Questions
 - The responses to the essay must be in your own handwriting and not computer generated.

You will receive an email once your complete application is received by Emereau: Bladen. All applicants are notified, via email, of their status following a review of their submitted application. Applicants moving forward to the interview, will be notified regarding the next steps which will include one or more interviews with members of the Emereau: Bladen team.

We look forward to receiving your application.

ESSAY I

WHY ARE YOU INTERESTED IN JOINING THE EMERAU: BLADEN LEARNING COMMUNITY?

ESSAY II

PLEASE SHARE HOW YOU OVERCAME A DIFFICULT OR CHALLENGING EXPERIENCE IN YOUR PROFESSIONAL LIFE. WHAT DID YOU LEARN FROM THE EXPERIENCE?

ESSAY III

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realizing the potential within us – we graduate! $E=i^3c^2g!$

PLEASE REVIEW THE EMEREAU MISSION STATEMENT. PROVIDE A SUMMARY OF HOW YOU DEMONSTRATE THIS MISSION STATEMENT IN THE CLASSROOM OR OTHER PROFESSIONAL WORK ENVIRONMENT (NON-EDUCATOR) EACH DAY.



CONSUMER REPORTS RELEASE

In consideration of my prospective employment/membership or continued employment/membership, I (Print Full Name) _____

_____ understand that consumer reports or investigative consumer reports on my fitness for employment and character may be requested and/or obtained. These may include but are not limited to consumer credit information, criminal records, driving records, education transcripts and records, prior employment verification, workers compensation claims, civil court records, and other pertinent information. These reports may include information about my work experience, including reasons for separation from past employment. Further, I understand that various federal, state, and local agencies may be contacted for information about my past activities.

I hereby authorize without reservation, any party or agency contacted by _____ or its agent, to furnish the above-mentioned information.

I further authorize ongoing procurement of the above-mentioned reports at any time during my employment.

PRINT FULL LEGAL NAME: (First) _____
(Middle) _____
(Last) _____

List all previous names used (e.g., maiden name, aliases):

Current Address: _____

City _____ State _____ ZIP _____

List all states in which you have resided during the previous seven years

Driver's License Number _____

Driver's License State _____

Social Security Number _____

Date of Birth _____
Month Day Year

Signature _____ Date _____