

Descriptor Term:
CAREER STATUS

Descriptor Code:
7.3110

Legal References: G.S. 115C-47(18), -325

Cross References:

The board recognizes that an effective staff is critical to the smooth operations of the school system and to creating a learning environment where students can succeed. The board further believes that students will not excel in performance unless those who most directly affect students, including school administrators, teachers and other licensed professionals, excel in their performance.

A. STANDARD FOR CAREER STATUS

Career status with this system should be reserved for individuals of proven ability who strive for excellence. It is the intent of the board to grant career status only to those teachers who, based upon the superintendent's recommendation, exhibit a pattern of teaching behavior that exemplifies above-average performance at the end of the probationary period. The superintendent must be able to substantiate any recommendation for career status with evaluation data, as described in board policy 7.3900, Evaluation of Licensed Employees. Career status will not be granted unless the board is satisfied that the probationary employee has met the standards established by the board. Career status may be denied on any legally permissible basis following statutorily prescribed procedures.

An employee who has obtained career status with the school system is expected to continue to strive for excellence, meet all performance standards established by the board, and pursue professional development. Any employee who is unable or unwilling to meet reasonable standards of the board may be subject to demotion or dismissal.

B. ELECTION OF A TEACHER TO CAREER STATUS

When a teacher has been employed in the school system for four consecutive years, the board, near the end of the fourth year, will vote on whether to grant the teacher career status. For a teacher who has already obtained career status in any North Carolina public school system and who either changes school systems or returns to teaching after leaving the profession, the board will either grant career status immediately upon employing the teacher or vote on whether to grant career status after the teacher's first year of employment. The board will vote on whether to grant career status and will give the teacher written notice of the decision by June 15 or such later date as provided in G.S. 115C-325(m)(7).

For all proceedings initiated after August 31, 2010, all teachers eligible for career status have the right to a hearing before the board if the superintendent recommends that the board not grant the teacher career status for any reason other than a reduction in force. By no later than May 15, the superintendent shall provide written notice to the teacher of the superintendent's intent to recommend not granting career status and of the teacher's right, within 10 days of receipt of the superintendent's recommendation, (1) to request and receive written notice of the reasons for the superintendent's recommendation and the information that the superintendent may share with the board to support the recommendation; and (2) to request a hearing if the superintendent recommends not to grant career status for any reason other than a reduction in force. The failure to file a timely request within the 10 days shall result in a waiver of the right to this information

and any right to a hearing. If a teacher who is entitled to a hearing files a timely request, the superintendent shall provide the requested information and arrange for a hearing. At the hearing the teacher shall be permitted to submit supplemental information to the superintendent and board prior to the board making a decision or holding a hearing.