

Retention and Nonrenewal of Contract Teachers

Policy Code:

7950

Descriptor Term: RETENTION AND NONRENEWAL OF CONTRACT TEACHERS		Descriptor Code: 7950* (formerly GBDBB)	
Presented to the Board: December 7, 2010 (first reading) January 11, 2010 (second reading)		Adopted by the Board: January 13, 2011	Revised by the Board: Recodified as policy 7950: May 10, 2022

The Board acknowledges that the most important aspect of attaining excellence in education is the quality of the ~~teaching staff and the administrative staff~~. The Board therefore adopts as policy and states its determination to strive for such excellence and further declares its intent to employ and reemploy only those ~~teachers~~ employees who possess, have exhibited, and continue to strive for excellence in their preparation for, performance of, and contribution toward the educational process.

A. RETENTION

Guilford County Schools makes every effort to retain its valued ~~teachers~~ employees. The District maintains programs geared to support ~~teacher~~ employee performance and overall growth and development. Additionally, ~~we~~ the District maintains a strong and competitive salary schedule ~~while also providing financial incentives to teachers~~ employees in impacted settings. The district administration ~~also seeks to continue collaboration with external Guilford County School agencies to support the professional and personal goals of Guilford County School~~ teachers employees. ~~Principals~~ Supervisors should make every effort to retain high quality ~~teachers~~ employees.

B. ~~BASIS FOR NONRENEWAL OF AN EMPLOYMENT~~ TEACHER'S CONTRACT

This section applies only to those employees who have an employment contract with the Board.

The Board, upon the Superintendent's recommendation, may refuse to renew the contract of any ~~contract teacher~~ employee, for any cause it deems sufficient; provided, however, that the cause may not be arbitrary, capricious, discriminatory, or for personal or political reasons, or because the teacher engaged in activities that are protected by the United States Constitution or the North Carolina Constitution.

C. Notice of Nonrenewal

The Superintendent shall notify ~~contract teachers~~ employees of any recommendation not to renew the ~~teachers' employment~~ employee's contract in accordance with North Carolina statute. ~~Teachers~~ Employees may petition the Board of Education for a hearing regarding the Superintendent's decision for nonrenewal. The Board will consider by a hearing panel of the Board of Education whether to hear the petitions ~~of teachers who allege that the decision to nonrenewal of their employment was arbitrary, capricious, discriminatory, personal or political or otherwise violated the United States or North Carolina constitutions, in accordance with~~

~~[Proposed Policy B]~~. If a hearing is provided, it will be conducted in accordance with Policy 2500.

Legal References: G.S. 90 art. 5; G.S. 115C-45(c), 115C-287.1, -307, -325 (applicable to career status teachers), -325.1 et seq. (applicable to non-career status teachers), -332, -333, -333.1; 143 art. 60; 16 N.C.A.C. 6C .0502

Cross References: ~~GCP, Board Hearings on Employment Actions~~ Hearings Before the Board (policy 2500), Staff Responsibilities (policy 7300), Teacher Contracts (policy 7410), Evaluation – Licensed Personnel (policy 7810), Reduction in Force: Teachers and School Administrators (policy 7920)

Adopted: January 13, 2011

Revised: May 10, 2022 (recoded from GBDBB); [date]