

The policy of the Guilford County Board of Education is to comply fully with all licensure requirements of federal and state law and State Board of Education policies.

**A. LICENSURE AND OTHER QUALIFICATION REQUIREMENTS**

Except as otherwise permitted by State Board of Education rule or state law, a person employed in a professional educator position must hold a valid North Carolina professional educator's license appropriate to their position.

[A service member or the spouse of a service member who is under military orders to relocate to North Carolina, is in possession of a current educator's license from another jurisdiction, and meets any other conditions established by 50 U.S.C. 4025a or State Board of Education Policy LICN-001 will be considered to hold a valid North Carolina educator's license until the military orders expire or June 30th of the year in which the military orders expire, whichever is later.](#)

**B. EXCEPTIONS TO LICENSURE REQUIREMENTS**

As needed to provide highly qualified subject-matter experts, individuals who meet statutory requirements may be employed as adjunct instructors in accordance with G.S. 115C-157.1, G.S. 115C-270.21, G.S. 115C-298.5, and State Board of Education policy DRIV-003.

A retired former principal or assistant principal may be employed as an interim principal or interim assistant principal for the remainder of any school year, regardless of licensure status.

**C. BEGINNING TEACHER SUPPORT PROGRAM**

The superintendent or designee shall develop a plan and a comprehensive program for beginning teacher support. The plan must be approved by the board and the Department of Public Instruction and kept on file for review. The plan must be aligned to the State Board of Education's beginning teacher support program standards and, when monitored, must demonstrate proficiency. The school system will also participate in implementing a regionally based annual peer review and support system. Teachers with fewer than three years of teaching experience will be required to participate in the Beginning Teacher Support Program.

**D. LICENSE RENEWAL**

Licensure renewal is the responsibility of the individual, not of the school system. Any employee who allows a license to expire must have it reinstated prior to the beginning of the next school year. A teacher whose license has expired is subject to dismissal.

Decisions regarding the employment of teachers who fail to meet the required proficiency standard for renewal of a continuing professional license will be made in accordance with G.S. 115C-270.30(b)(4) and applicable State Board of Education requirements.

Although lifetime license holders do not have to complete continuing education credits to maintain licensure, the superintendent or designee may require them to participate in professional development opportunities as a condition of employment.

Legal References: Elementary and Secondary Education Act, 20 U.S.C. 6301 *et seq.*; 50 U.S.C. [4025a](#); 34 C.F.R. 200.55-57, 200.61; G.S. 115C art. 17E; 115C-157.1, -270.15, -270.20, -270.21, -284, -295, -298.5, -325(e)(1)(m) (applicable to career status teachers), -325.4(a)(12) (applicable to non-career status teachers), -333, -333.1; State Board of Education Policies CTED-004, DRIV-003, DRIV-004, EVAL-004, EVAL-023, EVAL-034, LICN-001, LICN-005, LICN-021, LICN-022, TCED-016; *Beginning Teacher Support Program Handbook* (NCDPI) available at <https://sites.google.com/dpi.nc.gov/ncref/bt-support-program-resources>

Cross References:

Adopted: June 14, 1994 (as policy GBDA)

Revised: December 12, 1995; May 10, 2022 (recodified as policy 7130); July 18, 2023; [TBD](#)