

Policy EVAL-023: Adjunct Instructors in Career and Technical Education

Status: DRAFT

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NORTH CAROLINA STATE BOARD OF EDUCATION
Policy Manual

Item	Description
Policy Title	Adjunct Instructors in North Carolina Public Schools Career and Technical Education
Policy Category	Evaluations & Qualifications
Policy ID	EVAL-023
Policy Date	10/06/2016
Previous Policy Dates	
Statutory Reference	GS 115C-157.1, GS 115C-298.5

[Section 1.0 Adjunct Instructors in Career and Technical Education](#)

Individuals may serve as Adjunct Instructors for Career and Technical Education courses if they meet any of the following criteria:

1. Work experience and education for licensing of alternative entry faculty contained in State Board Policy Policies on General Licensure Requirements; or
2. Have a current Teaching License in the related program area of instruction; or
3. Have previously held a Teaching License in the related program area of instruction; or
4. Be employed at an institution of higher education as faculty teaching in a related/comparable subject area.

Adjunct Instructors must also hold any industry certifications required for teachers who are licensed to teach the same courses as indicated in State Board Policy.

Preservice training required in 115C-157.1 may be provided by the Local Education Agency (LEA) or another institution approved by the LEA.

[Section 1.1 – Adjunct Instructors in Core Academic Subjects, Fine and Performing Arts, and Foreign Languages](#)

[1. Education Requirements](#)

[a. Faculty Members – employees of an institution of higher education \(IHE\) may qualify to contract as an](#)

adjunct instructor in **grades K-12** if the faculty member meets the educational requirements to instruct, as a faculty member or adjunct instructor, at the employing IHE.

i. Adjunct instructors may not contract with local boards of education for exceptional children's services unless licensed by the State Board of Education.

ii. Adjunct instructors may only contract with local boards of education to teach subjects for which they are approved to teach at the employing IHE.

b. IHE attendee – an individual who attends an IHE, or EPP, holds a bachelor's or graduate degree, and has completed at least one semester of a teacher preparation program may qualify to contract with a local board of education to teach **high-school** courses in the subject areas listed above.

i. For the purposes of this policy, one semester of courses in teacher preparation shall mean at least 9 semester hours in a program of study leading to licensure, a diploma, or associate degree in teacher preparation.

ii. Adjunct instructors may not contract with local boards of education for exceptional children's services unless licensed by the State Board of Education.

iii. Adjunct instructors may only contract with local boards of education to teach subjects that align with a subject area in which they have earned at least 24 semester hours of relevant content on the official degree-dated transcript(s).

Section 2.0 Contracting with Adjunct Instructors (CTE and Core Areas)

a. An adjunct instructor may be employed for less than 20 hours per week for an entire school year, or greater than 20 hours per week for less than six full consecutive months (up to 5 months for CTE adjunct instructors).

b. Based on employment restrictions, an adjunct instructor shall not be eligible to earn paid leave, participate in the Teachers' and State Employees' Retirement System (TSERS) or purchase health benefits through the State Health Plan for Teachers and State Employees. Adjunct instructors do not receive payment for a local board of education's scheduled holidays.

c. Local boards of education shall not require an adjunct instructor to hold or apply for a teacher license as a condition of the contract.

d. If an adjunct instructor is not a licensed teacher, the adjunct instructor shall complete pre-service training in all the following areas prior to beginning instruction:

i. Identification and education of children with disabilities.

ii. Positive management of student behavior.

iii. Effective communication for defusing and de-escalating disruptive or dangerous behavior.

iv. Safe and appropriate use of seclusion and restraint.

The pre-service training may be completed by the local school administrative unit, or a State Board of Education approved educator preparation program.

e. Local boards of education shall conduct a criminal history check on any adjunct instructor with whom they intend to contract to ensure the person has not been convicted of any crime listed in North Carolina General Statute 115C-332.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State References

GS 115C-157.1

Description

[Adjunct CTE instructors](#)