

**PROFESSIONAL EMPLOYEES:  
DEMOTION AND DISMISSAL**

*Policy Code:* **7930**

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1 The Transylvania County Board of Education (the “board”) recognizes that an effective  
2 professional staff is critical to the smooth operations of the school system and to creating a  
3 learning environment where students are able to succeed. The board expects all professionally  
4 licensed employees, whether employed pursuant to a contract or through continuing career  
5 status, to exemplify above-average performance in carrying out their teaching or other  
6 professional responsibilities. Such employees are expected to continue to strive for excellence,  
7 meet all performance standards established by the board, and pursue professional development as  
8 provided in policy 1610/7800, Professional and Staff Development. Any professionally licensed  
9 employee who is unable or unwilling to meet the performance expectations or other reasonable  
10 standards of the board may be subject to demotion or dismissal as provided in this policy.

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12 Evaluators of licensed employees are expected to follow policy 7810, Evaluation of Licensed  
13 Employees, policy 7820, Personnel Files, and policy 7811, Plans for Growth and Improvement  
14 of Licensed Employees. Evaluators should provide the superintendent with carefully  
15 documented evidence concerning a person’s inadequacies and lack of competencies when such  
16 deficiencies have led to the recommendation and contemplation of dismissal or demotion. These  
17 documents also should show ways in which the evaluator has endeavored to help the employee  
18 become a more effective professional. In the interest of students and the welfare of the school  
19 system, dismissal or demotion may be pursued regardless of whether the evaluator has met these  
20 expectations and regardless of whether the employee has first been placed on a growth plan or  
21 mandatory improvement plan, so long as the legal grounds for seeking dismissal or demotion can  
22 be sufficiently demonstrated.

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24 All legally required procedures, including those prescribed in the applicable state law, will be  
25 followed in the dismissal or demotion of employees. Career status teachers, non-career status  
26 teachers during the terms of their contracts, and school administrators during the terms of their  
27 contracts may be dismissed only for the following reasons:

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29 1. inadequate performance, as defined by the applicable state statute;  
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31 2. immorality;  
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33 3. insubordination;  
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35 4. neglect of duty;  
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37 5. physical or mental incapacity;  
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39 6. habitual or excessive use of alcohol or non-medical use of a controlled substance as  
40 defined in Article 5, Chapter 90 of the General Statutes;  
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42 7. conviction of a felony or a crime involving moral turpitude;  
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- 44 8. advocating the overthrow of the government of the United States or of the state of North  
45 Carolina by force, violence, or other unlawful means;
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- 47 9. failure to fulfill the duties and responsibilities imposed upon teachers or school  
48 administrators by the General Statutes;
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- 50 10. failure to comply with such reasonable requirements as the board may prescribe;
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- 52 11. any cause that constitutes grounds for the revocation of an employee's teaching or school  
53 administrator license;
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- 55 12. a justifiable decrease in the number of positions due to school system reorganization,  
56 decreased enrollment, or decreased funding, provided that there is full compliance with  
57 other statutory requirements;
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- 59 13. failure to maintain one's license in current status;
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- 61 14. failure to repay money owed to the state in accordance with the provisions of Article 60,  
62 Chapter 143 of the General Statutes; and
- 63
- 64 15. providing false information or knowingly omitting a material fact on an application for  
65 employment or in response to a pre-employment inquiry.
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67 **Upon inquiry from a North Carolina local board of education, charter school, or regional school**  
68 **as to the reason for an employee's dismissal, the superintendent or designee shall indicate if the**  
69 **employee's criminal history was relevant to the dismissal.**  
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71 Resignation by a teacher who has been recommended for dismissal under the applicable state  
72 statute is subject to the provisions of policy 7900, Resignation.

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74 Legal References: G.S. 90 art. 5; 115C-287.1, -307, -325 (applicable to career status teachers),  
75 -325.1 *et seq.* (applicable to non-career status teachers), -332, -333, -333.1; 143 art. 60; 16  
76 N.C.A.C. 6C .0502

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78 Cross References: Professional and Staff Development (policy 1610/7800), Staff Responsibilities  
79 (policy 7300), Job Descriptions (policy 7400), Teacher Contracts (policy 7410), School  
80 Administrator Contracts (policy 7425), Evaluation of Licensed Employees (policy 7810), Plans  
81 for Growth and Improvement of Licensed Employees (policy 7811), Personnel Files (policy  
82 7820), Resignation (policy 7900), Non-Career Status Teachers: Nonrenewal (policy 7950)

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84 Adopted: April 18, 2016

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86 Revised: June 5, 2017; [DATE]