

**NON-CAREER STATUS TEACHERS:
NONRENEWAL**

Policy Code: **7950**

1 The Transylvania County Board of Education (the “board”) may refuse to renew the contract of
2 any non-career status teacher for any cause it deems sufficient, so long as the cause is not
3 arbitrary, capricious, discriminatory, prohibited by state or federal law, or for personal or
4 political reasons.

5
6 If the superintendent decides to recommend nonrenewal of a non-career status teacher, the
7 superintendent shall provide written notice of the recommendation no later than June 1. The
8 teacher may, within 10 days of receipt of the superintendent’s recommendation, request written
9 notice of the reasons for the superintendent’s recommendation for nonrenewal and the
10 information that the superintendent may share with the board to support the recommendation for
11 nonrenewal. If a teacher files a timely request, the superintendent shall provide the requested
12 information, and the teacher will be permitted to submit supplemental information to the
13 superintendent and board prior to the board’s decision.

14
15 A non-career status teacher has the right to petition the board for a hearing no later than 10 days
16 after receiving notice of the superintendent’s recommendation for nonrenewal. If the teacher
17 requests a hearing, the board will meet in a closed session and determine whether such a hearing
18 will be granted. The board will notify the teacher of its decision whether to grant a hearing.

19
20 In considering a recommendation of the superintendent to offer a teacher a new, renewed, or
21 extended contract, the board may review any information that was in the teacher’s personnel file
22 at the time of the superintendent’s recommendation. If the board determines that it needs
23 additional information to reach a decision, it will notify the teacher of the board’s concerns and
24 of the additional information that it is considering and provide an opportunity for the teacher to
25 respond to the additional information.

26
27 The board will notify the non-career status teacher whose contract will not be renewed for the
28 next school year of its decision by June 15. If, however, a teacher is granted a hearing, the board
29 will provide the nonrenewal notification within 10 days of the hearing or such later date upon the
30 written consent of the superintendent and teacher.

31
32 Non-career status teachers may be demoted or dismissed during the terms of their contracts only
33 in accordance with policy 7930, Professional Employees: Demotion and Dismissal.

34
35 Legal References: G.S. 115C-45(c), -325.1 *et seq.*

36
37 Cross References: Hearings Before the Board (policy 2500), Teacher Contracts (policy 7410),
38 ~~Professional Personnel~~ Reduction in Force: **Teachers and School Administrators** (policy 7920),
39 Professional Employees: Demotion and Dismissal (policy 7930)

40
41 Adopted: May 4, 2015

42
43 Revised: November 19, 2015; [DATE]