

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1993

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SENATE BILL 387

Short Title: GPAC/New School Admin. Contract Process.

(Public)

Sponsors: Senator Martin of Guilford.

Referred to: Government Performance Audit.

February 24, 1993

A BILL TO BE ENTITLED

**AN ACT TO IMPLEMENT A RECOMMENDATION OF THE GOVERNMENT
PERFORMANCE AUDIT COMMITTEE TO DEVELOP PROCEDURES AND
POLICIES TO DEFINE THE CONTRACT PROCESS AND THE PROCESS FOR
REASSIGNMENT AND DISMISSAL OF SCHOOL ADMINISTRATORS.**

The General Assembly of North Carolina enacts:

Section 1. G.S. 115C-325(c) reads as rewritten:

"(c) (1) Election of a Teacher to Career Status. – When a teacher will have been employed by a North Carolina public school system for three consecutive years, the board, near the end of the third year, shall vote upon his employment for the next school year. The board shall give him written notice of that decision by June 1 of his third year of employment. If a majority of the board votes to reemploy the teacher, and if it has notified him of the decision, it may not rescind that action but must proceed under the provisions of this section for the demotion or dismissal of a teacher if it decides to terminate his employment. If a majority of the board votes against reemploying the teacher, he shall not teach beyond the current school term. If the board fails to vote on granting career status but reemploys him for the next year, he automatically becomes a career teacher on the first day of the fourth year of employment.

A year, for purposes of computing time as a probationary teacher, shall be not less than 120 workdays performed as a full-time, permanent teacher in a normal school year.

- 1 (2) Employment of a Career Teacher. – A teacher who has obtained career
2 status in any North Carolina public school system need not serve
3 another probationary period of more than two years, and may, at the
4 option of the board, be employed immediately as a career teacher. In
5 any event, if the teacher is reemployed for a third consecutive school
6 year, he shall automatically become a career teacher. A teacher with
7 career status who resigns and within five years is reemployed by the
8 same local school administrative unit need not serve another
9 probationary period of more than one school year and may, at the
10 option of the board, be reemployed as a career teacher. In any event, if
11 he is reemployed for a second consecutive school year, he shall
12 automatically become a career teacher.
- 13 (3) Ineligible for Career Status. – No superintendent, associate
14 superintendent, assistant superintendent or other school employee who
15 is not a teacher as defined by G.S. 115C-325(a)(6) is eligible to obtain
16 career status or continue in a career status if he no longer performs the
17 responsibilities of a teacher as defined in G.S. 115C-325(a)(6). No
18 person who is promoted to or employed in a principal, director, or
19 supervisor position after July 1, 1995, is eligible to obtain career status
20 as an administrator. If the person acquired career status as a teacher in
21 a local school administrative unit before being promoted to or
22 employed in a principal, director, or supervisor position, the person
23 shall retain career status as a teacher and the person has a right to
24 reassignment to a teaching position in the event the person is not
25 continued in employment as a principal, director, or supervisor.
- 26 (4) Leave of Absence. – A career teacher who has been granted a leave of
27 absence by a board shall maintain his career status if he returns to his
28 teaching position at the end of the authorized leave."

29 Sec. 2. G.S 115C-325(d) reads as rewritten:

30 "(d) Career Teachers.

- 31 (1) A career teacher shall not be subjected to the requirement of annual
32 appointment nor shall he be dismissed, demoted, or employed on a
33 part-time basis without his consent except as provided in subsection
34 (e).
- 35 (2) a. The provisions of this subdivision do not apply to a person who is
36 ineligible for career status as provided by G.S. 115C-325(c)(3).
37 b. Whether or not he has previously attained career status as a
38 teacher, a person who has performed the duties of a principal in
39 the school system for three consecutive years or has performed
40 the duties of a supervisor in the school system for three
41 consecutive years shall not be transferred from that position to a
42 lower paying administrative position or to a lower paying
43 nonadministrative position without his consent except for the
44 reasons given in G.S. 115C-325(e)(1) and in accordance with

1 the provisions for the dismissal of a career teacher set out in this
2 section. Transfer of a principal or a supervisor is not a transfer
3 to a lower paying position if the principal's or supervisor's
4 salary is maintained at the previous salary amount.

5 When a teacher has performed the duties of supervisor or principal
6 for three consecutive years, the board, near the end of the third year,
7 shall vote upon his employment for the next school year. The board
8 shall give him written notice of that decision by June 1 of his third
9 year of employment as a supervisor or principal. If a majority of the
10 board votes to reemploy the teacher as a principal or supervisor, and it
11 has notified him of that decision, it may not rescind that action but
12 must proceed under the provisions of this section. If a majority of the
13 board votes not to reemploy the teacher as a principal or supervisor, he
14 shall retain career status as a teacher if that status was attained prior to
15 assuming the duties of supervisor or principal. A supervisor or
16 principal who has not held that position for three years and whose
17 contract will not be renewed for the next school year shall be notified
18 by June 1 and shall retain career status as a teacher if that status was
19 attained prior to assuming the duties of supervisor or principal.

20 A year, for purposes of computing time as a probationary principal
21 or supervisor, shall not be less than 145 workdays performed as a full-
22 time, permanent principal or supervisor in a contract year.

23 A principal or supervisor who has obtained career status in that
24 position in any North Carolina public school system may be required
25 by the board of education in another school system to serve an
26 additional three-year probationary period in that position before being
27 eligible for career status. However, he may, at the option of the board
28 of education, be granted career status immediately or after serving a
29 probationary period of one or two additional years. A principal or
30 supervisor with career status who resigns and within five years is
31 reemployed by the same school system need not serve another
32 probationary period in that position of more than two years and may, at
33 the option of the board, be reemployed immediately as a career
34 principal or supervisor or be given career status after only one year. In
35 any event, if he is reemployed for a third consecutive year, he shall
36 automatically become a career principal or supervisor."

37 Sec. 3. The State Board of Education, with the assistance of school
38 superintendents and legal advisors, shall develop and propose to the General Assembly
39 policies and procedures to define the contract process and the process for reassignment
40 and dismissal of school administrators. These policies shall cover the use of contracts,
41 including the development of model contracts for use by local school administrative
42 units. The contracts shall ensure the greatest amount of flexibility for local school
43 boards and shall protect the administrators from unjust actions. These contracts shall
44 also provide for due process for disciplinary actions, dismissal, and reassignment. In

1 the course of this study, the State Board shall consider law regarding labor contracts in
2 North Carolina and other states.

3 The State Board of Education shall report the results of its study to the Joint
4 Legislative Education Oversight Committee prior to March 15, 1994.

5 Sec. 4. Sections 1 and 2 of this act become effective July 1, 1993. Section 3
6 of this act is effective upon ratification.