

**GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2009**

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HOUSE DRH70557-LE-307A (05/14)

Short Title: Amend Tenure Law Re: Teacher RIFs.

(Public)

Sponsors: Representatives Cotham and Glazier (Primary Sponsors).

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT TO AMEND THE LAW REGARDING PROBATIONARY TEACHERS WHO
3 ARE SUBJECT TO A REDUCTION IN FORCE.

4 The General Assembly of North Carolina enacts:

5 **SECTION 1.** G.S. 115C-325(c)(5) reads as rewritten:

6 "(5) Consecutive Years of Service. – If a probationary teacher in a full-time
7 permanent position does not work for at least 120 workdays in a school year
8 because the teacher is on sick leave, disability leave, or both, that school
9 year shall not be deemed to constitute (i) a consecutive year of service for
10 the teacher or (ii) a break in the continuity in consecutive years of service for
11 the teacher.

12 If a probationary teacher in a full-time permanent position resigns or is
13 not renewed because of a reduction in force and is subsequently rehired by
14 the same school system within three years, there shall be deemed to be no
15 break in the continuity in consecutive years of service for such teacher up to
16 a maximum of three consecutive years towards career status. If, at the time
17 the teacher resigns or is not renewed because of a reduction in force, the
18 teacher had been employed by a school system for four consecutive years
19 pursuant to G.S. 115C-325(c)(1), or one year pursuant to
20 G.S. 115C-325(c)(2), and the board subsequently rehires such teacher within
21 three years, the board may grant career status immediately upon
22 reemploying the teacher, or vote on the teacher's career status pursuant to
23 G.S. 115C-325(c)(1) or (c)(2) after one additional year of employment."

24 **SECTION 2.** This act is effective when it becomes law and applies to probationary
25 teachers employed by a local school administrative unit in a full-time permanent position for
26 the 2010-2011 school year.



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