

EMPLOYMENT STATUS

Licensed Personnel

The administration by New Hanover County Schools of all personnel contracts and benefits are done in accordance with the general statutes of North Carolina and policies and procedures established by the State and the New Hanover County Board of Education.

Effective July 1st, 2013, The North Carolina Legislature eliminated the category of "probationary teachers" and eliminated the granting of career status (or tenure) to teachers who did not already have career status at that time. Contracts for employment will be offered to all teachers, as defined by N.C.G.S. §115C-325.3 whom have not earned career status and school administrators, as defined by N.C.G.S. §115C-287.1, on an annual basis or as otherwise provided by law. Contracts are between the New Hanover County Board of Education and the employee. The employee must sign and return the contract to the office of the Superintendent or designee within ten (10) calendar days if he/she wishes to accept an offer of employment.

Employment contracts will include the term of employment and any special conditions of employment. Contracts do not guarantee assignment to a particular school or any particular title or duties.

It is the responsibility of the individual employee to provide to the appropriate division of the North Carolina Department of Public Instruction or other licensing agency all information necessary for proper certification or licensing. Contracts for any position requiring certification or licensing are valid only after such certification or licensing has been secured by the employee.

Contracts for the Superintendent, assistant superintendents, and school administrators (which include principals, assistant principals, and certain directors and supervisors and coordinators) shall be made pursuant to N.C.G.S. §115C-271, 284 and 287.1.

Employees shall not be terminated based upon race, color, national origin, gender, pregnancy, religion, sexual orientation, age, disability or any other reason prohibited by Board policy or state or federal law.

At-Will Personnel

All employees of the New Hanover County Board of Education, including all classified employees are considered at-will employees except for: (i) teachers with career status/tenure, (ii) teachers entitled to contracts pursuant to N.C.G.S. §115C-325.3, (iii) school administrators entitled to contracts under N.C.G.S. §115C-287.1. (iv) associate and assistant superintendents; (v) the Superintendent and (vi) any employee who has an employment contract which eliminates the employee's at-will status. The following classroom teachers are considered at-will employees: interim teachers, temporary teachers, part-time teachers, substitute teachers, and foreign exchange teachers. "At-will" employees may be terminated by the Superintendent for any reason, with or without cause, except as prohibited by law, subject to their right to appeal to the Board. Employees shall not be terminated based upon race, color, national origin, gender, pregnancy, religion, sexual orientation, age, disability or any other reason prohibited by School Board policy or state or federal law. Additionally, At-will employees may resign at any time and for any reason. At-will employees typically do not have written employment contracts, but if they do, the terms of such contracts shall be honored to the extent required by law.

LEGAL REF: N.C.G.S. §115C-271, 284, 287.1, and 325.3

CROSS REF: 6236 Employment of Teachers without Career Status

Adopted: 04/14/87

Revised: 04/09/91, 09/02/08, 08/04/09, 11/10/14