**NON-CAREER STATUS TEACHERS: NONRENEWAL.** *Policy Code:* **7950**

The board may refuse to renew the contract of any non-career status teacher for any cause it deems sufficient, so long as the cause is not arbitrary, capricious, discriminatory, prohibited by state or federal law, or for personal or political reasons.

If the executive director decides to recommend nonrenewal of a teacher, the executive director shall provide written notice of the recommendation no later than June 1. The teacher may, within 10 days of receipt of the executive director’s recommendation, request written notice of the reasons for the executive director’s recommendation for nonrenewal and the information that the executive director may share with the board to support the recommendation for nonrenewal. If a teacher files a timely request, the executive director shall provide the requested information, and the teacher will be permitted to submit supplemental information to the executive director and board prior to the board’s decision.

A teacher has the right to petition the board for a hearing no later than 10 days after receiving notice of the executive director’s recommendation for nonrenewal. If the teacher requests a hearing, the board chair and vice chair will confer and determine whether such a hearing will be granted. If the chair and vice chair cannot agree, a hearing will be granted. The board will notify the teacher of its decision whether to grant a hearing.

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

The board will notify the teacher whose contract will not be renewed for the next school year of its decision by June 15. If, however, a teacher is granted a hearing, the board will provide the nonrenewal notification within 10 days of the hearing or such later date upon the written consent of the executive director and teacher.

Teachers may be demoted or dismissed during the terms of their contracts only in accordance with policy 7930, Professional Employees: Demotion and Dismissal.

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

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

Adopted: June 17, 2020

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