

**CAREER EMPLOYEES:
DEMOTION AND DISMISSAL**

Policy Code: **7930**

The board recognizes that an effective staff is critical to the smooth operations of the school district and to creating a learning environment where students can succeed. When an employee is unable or unwilling to meet performance expectations, the supervisor and superintendent should consider whether dismissal or demotion is appropriate.

Evaluators of career employees are expected to follow board policies on evaluation (policy 7810) and personnel files (policy 7820). Evaluators of career or probationary employees should provide the superintendent with carefully documented evidence concerning a person's inadequacies and lack of competencies when such inadequacies or lack of competencies has led to the recommendation and contemplation of dismissal or demotion. These documents also should show ways in which the evaluator has endeavored to help the employee become a more effective professional. In the interest of students and the welfare of the school district, dismissal or demotion may be pursued regardless of whether the evaluator has met these expectations, so long as the legal grounds for seeking dismissal or demotion can be sufficiently demonstrated.

All procedures in G.S. 115C-325 will be followed in the dismissal or demotion of career and probationary employees.

Legal References: G.S. 115C-325, 16 NCAC 6C.0502

Cross References: Staff Responsibilities (policy 7300), Job Descriptions (policy 7400), Career Status (policy 7410), Professional Development and Assistance (policy 1610/7800), Evaluation of Licensed Employees (policy 7810), Personnel Files (policy 7820), Annual Independent Audit (policy 8310)

Adopted: July 22, 2004