

FEASIBLE

Charlotte-Mecklenburg Schools (NC)

6/10

While hardly perfect, the process for dismissing an ineffective veteran teacher is easier in Charlotte-Mecklenburg Schools than in most districts, thanks to the repeal of North Carolina’s teacher-tenure laws. In theory at least, the timeline for dismissal is reasonable, though dismissal remains highly vulnerable to challenge.

How hard is it to dismiss an ineffective veteran teacher in Charlotte-Mecklenburg Schools?

FACTOR	INDICATOR		DATA	SCORE
1. Does tenure protect veteran teachers from performance-based dismissal?	1a. Can teachers earn tenure or the equivalent?		No.	1/1
	1b. Do tenured teachers revert to probationary status if rated ineffective?		All teachers are probationary.	1/1
2. How long does it take to dismiss an ineffective veteran teacher?	2a. What is the shortest amount of time it can take to recommend an ineffective veteran teacher for dismissal?	2ai. How frequently do veteran teachers receive an evaluation rating?	One year. (Teachers are evaluated annually. Those rated ineffective may be recommended for dismissal.)	3/3
		2aii. How many times must a veteran teacher be rated ineffective to be placed in remediation?		
		2aiii. How long must veteran teachers be in remediation before they can be dismissed?		
	2b. How long is the grievance process, excluding arbitration?		Seven months (excluding school-board hearings).	0/1
3. How vulnerable is an ineffective veteran teacher's dismissal to challenge?	3a. What is the minimum number of observations required to dismiss an ineffective veteran teacher?		Seven (three before remediation and four during remediation).	0/1
	3b. Can a veteran teacher appeal an evaluation if there are no acknowledged procedural violations?		No.	1/1
	3c. Can a veteran teacher appeal a dismissal decision or recommendation more than once, either within the district or externally?		Yes: to the school board and then to the district superior court.	0/1
	3d. Can a veteran teacher appeal a dismissal decision beyond the school district?		Yes: to the district superior court.	0/1
			Total points	6/10

Note: All data were collected from the NCTQ’s [teacher-contract database](#), the ECS’s [fifty-state comparison of teacher-tenure policies \(2014\)](#), and from other district documents (including teacher contracts, board policies, and employee handbook) during the spring and summer of 2016.