

NC Public Schools Benefits and Policy Manual

Policy ID	Subject	Policy Change
1.1.6	Return to Work Retired Teachers and State Employees	Clarifying the definition of a permanent employee (employed for 6 months at 30 or more hours per week) and enrollment with TSERS and clarification for retirees
1.1.6	Return to Work Retired Teachers and State Employees	Updating amount for 50% of one's gross pre-retirement salary (excluding termination payments)
1.1.10	State Agencies for Shared Leave	Omitting what a state agency includes
2.1.1	Paid Legal Holidays	Adding that a local school board/board of directors may choose to recognize a different holiday other than Veteran's Day
3.1.3	Use of Annual Vacation Leave	Clarifying employees who meet the definition of teacher and who are restricted in their use of annual leave shall accrue personal leave at the same rate as classroom teachers
3.4.7	Donation of Bonus Vacation Leave	<u>Bonus leave, in general, cannot be donated under the rules and provision of voluntary shared leave. The North Carolina Office of State Human Resources maintains a list of recent bonus leave and whether it can be donated as shared leave. Adding link to the OSHR Bonus Leave Policy.</u>
4.1.2	Purposes for Which Sick Leave May Be Used	Specifying that up to 30 days <u>unless otherwise directed by a medical professional</u> of earned sick leave may also be used to care for a <u>newborn child or a child</u> placed with an employee for adoption <u>or foster care</u> . (These days should be consecutive and within the first 12 months following the <u>birth or</u> adoption, unless otherwise agreed upon between the employee and the LEA administration.)
4.2.1	Eligibility and Rate of Earning	Omitting available for setting exhausting all accumulated paid leave (sick leave, annual vacation leave, and bonus leave) as a part of qualifying for extended sick leave
4.3.4	Receiving Donated Leave	<u>Local boards of education may adopt policies to define a year as (1) an academic year, (2) a fiscal year, or (3) a calendar year.</u> Referencing Section 1.1.12 for approved LEA employees who may receive sick leave only from immediate family members in community college institutions and state agencies.
8.1.3/9.6.2	Effect on Career Status	Changing tenured employees to <u>employees with career status</u> and omitting information about probationary teachers
9.4.2	Contagious Disease Policy to Address 2020 COVID-19 Pandemic	Section added as a result of an emergency SBE meeting in April 2020
11.1.2	Teacher Assistants as Substitutes	Omitting resolution required when a local board of education has adopted a resolution authorizing the use of employed teacher assistants as substitute teachers, a principal who feels it appropriate to do so may assign a teacher assistant to serve as a substitute teacher.
14.1	Teacher Contracts	Renaming Probationary Teachers to <u>Teacher Contracts</u> and replacing probationary teachers with teacher contracts. Adding <u>A contract between the local board of education and a teacher who has been employed by the local</u>

		<p><u>board of education for less than three years shall be for a term of one school year. A contract or renewal of contract between the local board of education and a teacher who has been employed by the local board of education for three years or more shall be for a term of one, two, or four school years.</u></p> <p>Omitting who is not eligible to be classified as a probationary teacher and definition of probationary teacher.</p>
14.1.2	Dismissal During Contract Term	<p>Renaming Rights of a Probationary Teacher with <u>Dismissal During Contract Term</u> and omitting probationary teacher and replacing with <u>Teachers shall not be dismissed or demoted during the term of the contract except for the grounds and by the procedure set forth in G.S. 115C-325.4.</u></p>
14.1.2	Recommendation on Nonrenewal	<p>Replacing Contract Nonrenewal at the End of the First, Second, or Third Year with <u>Recommendation on Nonrenewal</u> and adding <u>If a superintendent decides not to recommend that the local board of education offer a renewed contract to a teacher, the superintendent (or his designee) shall give the teacher written notice of the decision no later than June 1.</u> (revises former text on this subject)</p>
14.1.4	Extracurricular Activities and Noninstructional Duties for Teachers with 27 or More Years of Experience	Omitting this section
15.1.3	Noninstructional Workdays	Omitting statement re: Christmas falling on Tuesday, Wednesday, or Thursday there is one additional paid holiday and one less noninstructional workday for teachers
16.1.3	Earnings Cap	<p>Revising the methods to determine the earnings cap: 50% of <u>your gross pre-retirement salary (excluding termination payments)</u> or <u>Current salary cap as reported by the NC Retirement System</u> https://www.myncretirement.com/retirees/benefits/return-work-laws#violating-earnings-limitation;-benefit-stopped</p>
16.2	Rehire High-Need Teachers	<p><u>Employers who wish to rehire retired teachers in high need schools, should consult with the Retirement System to understand the implications of re-employing retired teachers.</u></p>
16.3	Rehire of Retirees – COVID-19 Provisions	<p><u>NC Session Law 2020-3, Section 4.23.(a) provides an exception from the six-month waiting period for eligible retirees from the Teachers’ and State Employees’ Retirement System (TSERS). Public schools who wish to avail themselves of this exception must contact the NC Retirement System to verify eligibility of the employee under the provisions of this statute.</u></p>
Throughout Manual	Various	Formatting, spacing and legal reference revisions

