

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2007

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HOUSE BILL 693

Short Title: Teachers Convert Personal Leave to Sick Leave. (Public)

Sponsors: Representatives Jeffus, Pate, Parmon, Fisher (Primary Sponsors); Alexander, Coates, Faison, Goodwin, Grady, Gulley, Harrison, Martin, McLawhorn, Spear, Tarleton, Thomas, Wainwright, R. Warren, Weiss, and Wray.

Referred to: Pensions and Retirement, if favorable, Education.

March 15, 2007

A BILL TO BE ENTITLED

1 AN ACT TO GIVE TEACHERS CREDIT FOR THE EXCESS PERSONAL LEAVE
2 TIME THAT THEY EARN AND TO ENSURE THAT TEACHERS CAN TAKE
3 PERSONAL LEAVE WITH FIVE DAYS' NOTICE.
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5 The General Assembly of North Carolina enacts:

6 **SECTION 1.** G.S. 115C-302.1(d) reads as rewritten:

7 "(d) Personal Leave. – Teachers earn personal leave at the rate of .20 days for
8 each full month of employment not to exceed two days per year. Personal leave may be
9 accumulated ~~to a maximum of five days, without any applicable maximum~~ until June 30
10 of each year. A teacher may carry forward to July 1 a maximum of five days of personal
11 leave; the remainder of the teacher's personal leave shall be converted to sick leave on
12 June 30. At the time of retirement, a teacher may also convert accumulated personal
13 leave to sick leave for creditable service towards retirement.

14 Personal leave may be used only upon the authorization of the teacher's immediate
15 ~~supervisor, but~~ supervisor. A teacher shall not take personal leave on the first day the
16 teacher is required to report for the school year, on a required teacher workday, on days
17 scheduled for State testing, or on the day before or the day after a holiday or scheduled
18 vacation day, unless the request is approved by the principal. On all other days, if the
19 request is made at least five days in advance, the request shall be automatically granted
20 subject to the availability of a substitute teacher, and the teacher cannot be required to
21 provide a reason for the request. Unless approved by the principal, a teacher shall not
22 take personal leave on the first day the teacher is required to report for the school year,
23 on required teacher workdays, or on the day before or the day after holidays or
24 scheduled vacation days. Teachers may transfer personal leave days between local
25 school administrative units. The local school administrative unit shall credit a teacher
26 who has separated from service and is reemployed within 60 months from the date of

1 separation with all personal leave accumulated at the time of separation. Local school
2 administrative units shall not advance personal leave. Teachers using personal leave
3 receive full salary less the required substitute deduction."

4 **SECTION 2.** This act becomes effective July 1, 2007.