

The purpose of voluntary shared leave is to enable employees to donate earned leave to a fellow employee who has exhausted all earned leave and continues to be absent due to serious medical conditions. Annual leave may be donated to any approved employee in the same school system. Family members may donate annual leave to an immediate family member in another LEA or state agency. Sick leave may be donated to an employee of a public school system (LEA). A public school employee shall not donate more than five days of sick leave per year to any one nonfamily member. Sick leave may be donated to an immediate family member in the same or another LEA or state agency.

Donations made pursuant to this policy are voluntary. No employee should feel pressured or coerced to participate. The donating employee may not receive compensation in any form for the donation of leave. The combined total of sick leave donated to a recipient from nonfamily members shall not exceed 20 days per year. Any employee found guilty of giving or receiving compensation may be subject to dismissal as outlined in G.S. 115C-325.

Administrative procedures in conformance with State Board of Education policies will be developed and made available in the finance office.

Legal References: G.S. 115C-47, -336; 16 NCAC 6C.0402

Cross References:

Adopted: June 27, 2002

Revised: February 7, 2011