

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2013

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HOUSE BILL 249

Short Title: Substitute Teacher Deduction/Personal Leave. (Public)

Sponsors: Representatives Holloway, Glazier, Blackwell, and Elmore (Primary Sponsors).  
*For a complete list of Sponsors, refer to the North Carolina General Assembly Web Site.*

Referred to: Education, if favorable, Finance.

March 7, 2013

1 A BILL TO BE ENTITLED  
2 AN ACT TO REQUIRE LOCAL SCHOOL ADMINISTRATIVE UNITS TO REFUND THE  
3 SUBSTITUTE DEDUCTION TO A TEACHER TAKING PERSONAL LEAVE IF NO  
4 SUBSTITUTE IS HIRED FOR THAT TEACHER.

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

13 Personal leave may be used only upon the authorization of the teacher's immediate  
14 supervisor. A teacher shall not take personal leave on the first day the teacher is required to  
15 report for the school year, on a required teacher workday, on days scheduled for State testing,  
16 or on the day before or the day after a holiday or scheduled vacation day, unless the request is  
17 approved by the principal. On all other days, if the request is made at least five days in  
18 advance, the request shall be automatically granted subject to the availability of a substitute  
19 teacher, and the teacher cannot be required to provide a reason for the request. Teachers may  
20 transfer personal leave days between local school administrative units. The local school  
21 administrative unit shall credit a teacher who has separated from service and is reemployed  
22 within 60 months from the date of separation with all personal leave accumulated at the time of  
23 separation. Local school administrative units shall not advance personal leave. ~~Teachers using~~  
24 ~~personal leave receive full salary less the required substitute deduction, except for teachers~~  
25 ~~using personal leave on non-protected teacher workdays.~~ Teachers using personal leave on  
26 non-protected teacher workdays shall receive full salary. Teachers using personal leave on  
27 other days shall receive full salary less the required substitute deduction. If, however, no  
28 substitute is hired for a teacher, the substitute reduction shall be refunded to that teacher."

29 **SECTION 2.** This act is effective when it becomes law and applies beginning with  
30 the 2013-2014 school year.

