

1 The purpose of voluntary shared leave is to enable employees to donate earned leave to a fellow  
2 employee who has exhausted all earned leave and continues to be absent due to serious medical  
3 conditions.

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5 Donations made pursuant to this policy are voluntary. No employee should feel pressured or  
6 coerced to participate. The donating employee may not receive compensation in any form for  
7 the donation of leave. Any employee found guilty of giving or receiving compensation may be  
8 subject to dismissal as outlined in applicable state law.

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10 Administrative procedures in conformance with State Board of Education policies will be  
11 developed and made available in the human resources office.

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13 Legal References: G.S. 115C-12.2, -47, -325 (applicable to career status teachers), -325.1 *et seq.*  
14 (applicable to non-career status teachers), -336; 16 N.C.A.C. 6C .0402; *North Carolina Public*  
15 *Schools Benefits and Employment Policy Manual* (N.C. Dept. of Public Instruction, current  
16 version), available at ~~[http://www.ncpublicschools.org/district-humanresources/key-](http://www.ncpublicschools.org/district-humanresources/key-information)~~  
17 ~~information~~ [https://www.dpi.nc.gov/districts-schools/districts-schools-support/district-human-](https://www.dpi.nc.gov/districts-schools/districts-schools-support/district-human-capital/employee-policy)  
18 [capital/employee-policy](https://www.dpi.nc.gov/districts-schools/districts-schools-support/district-human-capital/employee-policy)

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20 Cross References:

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22 Adopted: March 7, 2016

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24 Revised: [DATE]