

Policy Code: 5240 LEAVE/BENEFITS AND EMPLOYMENT

It is the policy of the Edenton-Chowan Board of Education to comply with the benefits and employment policies promulgated by the State Board of Education in the most current edition of the Public Schools of North Carolina Benefits and Employment Policy Manual and the local supplement, available from the human resources office. The most current State Board manual can be accessed through the Internet, through the DPI home page at: <http://www.ncpublicschools.org> (click on Employment & Licensure). To access the manual directly the web address is:

<http://www.ncpublicschools.org/docs/district-humanresources/key-information/information/policymanual.pdf>. A copy of the manual is also maintained in the human resources office and can be provided to any employee who has difficulty accessing the online version. State Board policy is supplemented by the local Board policies located at the end of this policy. **The reader is advised to consult both the State Board policy and the local supplemental policy (if any) when reviewing a particular topic.**

Temporary Requirement Related to COVID-19

In order to secure the health and safety of school system students and employees during the COVID-19 pandemic, employees who test positive for COVID-19, have COVID-19 symptoms, or have a COVID-19 exposure, shall not return to work until they meet the criteria set forth in the most recent guidance from the North Carolina Department of Health and Human Services and North Carolina Department of Public Instruction. This temporary requirement shall remain in effect for as long as the state guidance remains in effect.

In the event that changes to State or federal law or regulation conflict with current State Board or local Board policies, the Edenton-Chowan Board of Education intends that its benefits and employment policies shall be modified to the extent necessary to comply with current law until such time as conforming changes to State Board and/or local Board policies are made.

LOCAL SUPPLEMENT TO STATE BENEFITS POLICIES - Exhibit

View or Print [Local Supplement to State Benefits Policies-Exhibit](#).

LEGAL REF: [G.S. 95-28.3](#); [115C-12](#), [-36](#), [-47](#), [-84.2](#), [-218.90\(a\)\(3\)](#), [-238.68\(3\)](#), [-285](#), [-302.1](#), [-316](#), [-336](#), [-336.1](#); [116-239.10\(4\)](#); [16 N.C.A.C. 6C .0405](#); State Board of Education Policy [BENF-001](#)

Revised: December 2, 2013; August 1, 2017; May 1, 2018; June 1, 2021; **December 7, 2021**