

Updates to Benefits Rules and Policies

October 2026 State Board of Education Meeting

Ryan Collins

Deputy General Counsel,
Office of General Counsel

Tom Tomberlin

Senior Director,
Educator Preparation, Licensure, and Performance



PUBLIC SCHOOLS OF NORTH CAROLINA

State Board of Education | Department of Public Instruction

S.L. 2026-40

“An Act to Modernize and Simplify the State Human Resources System”



Parental Leave

- S.L. 2026-40 repeals G.S. 126-8.6, which provides for parental leave and replaces it in substance with new G.S. 126A-71.
- G.S. 126A-71 extends paid parental leave from **8 weeks for parents who give birth** and **4 weeks for all other parents** to **12 weeks for all parents**.
- The State Human Resources Commission proposed revised rules on **September 24, 2026**, to accommodate the changes.

Vacation Leave

- State law provides that public school employees to accrue vacation leave at the same rate as State employees.
- S.L. 2026-40 established a minimum of 120 hours of leave for State employees, prorated monthly.
- The State Human Resources Commission has revised its vacation policies to increase vacation accrual rates, which means public school employees will also see an increase.

Revised Vacation Leave Accrual Schedule

Vacation Leave Accrual <u>Rates for employees with 8-hour workday and 12 months of employment.</u>		
Years of State Service	Monthly Full-time Accrual Rates	12 Month Full-time Accrual Rates
Less than 5 years	1.17 days (9.33 hours) <u>1.25 days (10 hours)</u>	14 days (112 hours) <u>15 days (120 hours)</u>
5 but less than 10 years	1.42 days (11.33 hours) <u>1.5 days (12 hours)</u>	17 days (136 hours) <u>18 days (144 hours)</u>
10 but less than 15 years	1.67 days (13.33 hours) <u>1.75 days (14 hours)</u>	20 days (160 hours) <u>21 days (168 hours)</u>
15 but less than 20 years	1.92 days (15.33 hours) <u>2.0 days (16 hours)</u>	23 days (184 hours) <u>24 days (192 hours)</u>
20 years or more <u>but less than 25 years</u>	2.17 days (17.33 hours) <u>2.25 days (18 hours)</u>	26 days (208 hours) <u>27 days (216 hours)</u>
<u>25 years or greater</u>	<u>2.5 days (20 hours)</u>	<u>30 days (240 hours)</u>

Leave Payouts

- **Leave Payouts:** The daily rate of pay for licensed educators can be found in the State Salary Manual for the current fiscal year.
- [Compensation for Public School Employees | NC DPI](#)

Timeline Review

Procedural Step	Anticipated Date
Approval of Revised Benefits Manual, Formal Proposal of Revised Rules	October 1, 2026
Publication of Proposed Rules in North Carolina Register	November 2, 2026
Public Comment Period	November 2, 2026 – January 4, 2027
Adoption of Final Rules	January 7, 2027
Review by Rules Review Commission	February 25, 2027
Rules Take Effect	March 1, 2027



Questions

