



## College of The Albemarle Policy

**Policy Number: 3.2.14**

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**Title: Child Involvement /Community Service Leave**

**Related Policy and Procedures:**

**Division of Responsibility: Human Resources**

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### **A. Purpose**

The purpose of Child Involvement/Community Service leave is to promote employees' involvement in the education of youth and to promote employees' assistance to schools. Eligible employees may take leave under this policy to:

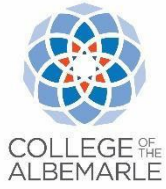
1. Meet with a teacher or administrator of any elementary school, middle school, high school, or child care program authorized to operate under the laws of the state of North Carolina concerning the employee's children, step-children, or children over whom the employee has custody. For purposes of this policy, "school" means any: (i) public school; (ii) private church school, church of religious charter, or nonpublic school described in Parts 1 and 2 of Article 39 of Chapter 115C of the General Statutes that regularly provides a course of grade school instruction; (iii) preschool; and (iv) childcare facility as defined in N.C.G.S. 110-86(3).
2. Attend any function sponsored by the school or childcare program as defined above in which the children, step-children, or children over whom the employee has custody are participating. This provision shall only be utilized in conjunction with non-athletic programs that are a part of or a supplement to the school's or daycare's academic or artistic program.
3. To perform, by any employee, without regard to parental status, school-approved volunteer work approved by a teacher, school administrator, or program administrator.
4. Perform a service for a community service organization. For purposes of this policy, "community service organization" means any: nonprofit, non-partisan organization designated as a 501(c)(3) entity.

### **B. Amount of Leave**

1. Employees, including new employees, may take up to eight (8) hours of paid leave each fiscal year regardless of the number of children. The eight (8) hours of leave will be credited to employees on July 1 of each year.
2. For each leave period requested, leave shall be taken in units of no less than fifteen (15) minutes.

### **C. Approval of Leave**

1. Employees must receive approval from their immediate supervisor to use this leave. The College may require acceptable proof that leave taken is within the purpose of this policy and a forty-eight (48) hour advanced notice.
2. The College will endeavor to grant the leave as requested by the employee but based on the College's needs, the leave may need to be taken at a different time.
3. Leave not taken in a fiscal year in which it is earned will be forfeited.



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Legal Reference: N.C.G.S. 95-28.3

June 13, 2023

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N/A

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**Date Approved by Board of Trustees**

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**Date of Last Review**

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**Date of Last Revision**