

PARENT INVOLVEMENT IN SCHOOLS LEAVE

It is the belief of Avery County Board of Education that parent involvement is an essential component of school success and positive student outcomes. Therefore, the local school district shall grant four hours of leave per year to any employee who is a parent, guardian, or persons standing in loco parentis of a school-aged child so that the employee may attend or otherwise be involved at the child's school. However, any leave under this policy is subject to the following conditions:

1. The leave shall be at a mutually agreed upon time between the employer and the employee.
2. The employer may require an employee to provide the employer with a written request for the leave at least 48 hours before the time desired for the leave.
3. The employer may require that the employee furnish written verification from the child's school that the employee attended or was otherwise involved at that school during the time of the leave.

Further, the local school district may allow the employee to use eligible accrued leave in lieu of non-paid parental involvement leave.

Definition of School: For the 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) child care facility as defined in G. S. 110-86(3).

Employers shall not discharge, demote, or otherwise take an adverse employment action against an employee who requests or takes leave under this policy. Nothing in this policy shall require an employer to pay an employee for leave taken under this policy.

An employee who is demoted or discharged or who has had an adverse employment action taken against him or her in violation of this policy may bring a civil action within one year from the date of the alleged violation against the employer who violates this policy and obtain either of the following:

1. Any wages or benefits lost as a result of the violation; or
2. An order of reinstatement without loss of position, seniority, wages, or benefits.

The burden of proof shall be upon the employee (1993, c. 509,s. 1; 1997-506, s.34.)

Legal Reference: GS. 95-28.3

Adopted: 2/04/08