

Non-Certified Advisory Council Q&A

October 11, 2016

What is the reasoning for not having full time nurses in the elementary schools? Is it based solely on enrollment? Do the amount of EMS phone calls factor in to having a full time nurse?

We have a total of seven nurses. State funding only provides two nurses for our district. This means the other five have to be paid for from grants, Medicaid, and local funds. However, we can review the current nurse assignments to see if adjustments can be made. Because we received \$2.4M less in local funding than we requested, there are no local funds for additional nurses. While any of our employee groups would benefit from additional personnel, we simply do not have the funding at this time. We will continue to seek alternate (grant) funding for this important need. – Larry Cartner

<i>Pasquotank @ 7 for 5719 students</i>	<i>817 students per nurse</i>
<i>Martin County @ 6 for 3218 students</i>	<i>536 students per nurse</i>
<i>Camden @ 3 for 1900 students</i>	<i>633 students per nurse</i>
<i>Edenton-Chowan @ 4 for 2049 students</i>	<i>512 students per nurse</i>
<i>Perquimans @ 4 for 1684 students</i>	<i>421 students per nurse</i>
<i>Beaufort @ for 6836 students</i>	
<i>#Currituck @ 300 hours of service for 3966 students</i>	<i>396 students per nurse</i>
<i> #(30 hours of employment – 10 nurses)</i>	
<i>*Dare @ 11 for 4944 students</i>	<i>449 students per nurse</i>
<i> *(Nurses are provided by Health Department not by school district)</i>	

What is the reason why we cannot stretch our paycheck? We started back the Monday two days after the teachers went back to work.

General Statute 115C-316 (2) states: "Provided further, that any individual school employee employed for a term of 10 calendar months who is not employed in a year-round school may be paid in 12 monthly installments if the employee so requests on or before the first day of the school year." Hourly teacher assistants are not 10 month employees because they do not begin employment the first day teachers return to school. Therefore, they cannot request 12 month pay installments. – Steve Lassiter

When are they going to do something about the leak in PCHS? Every time we have major rain the media center, Panther TV recording room, distance learning have major leaks. This has been going on for years, almost from when the school opened.

The district realizes this has been an ongoing issue since the school opened in 2000. Our maintenance director met with the architect to determine the source of the issue. The architect suspects a problem with drainage in the school's retaining wall. Further, we have contracted for five schools to have a roof analysis and PCHS is one of them. When the report is returned to us, we will be able to determine definite corrective action. This action may require an extensive approach to remove bricks in order for proper drainage to take place. Until we positively identify the source of the leak and maintenance can permanently fix the problem, they will continue to replace wet ceiling tiles and repair water damaged sheet rock. Our goal is to correct this issue as soon as possible. – Steve Lassiter

What are the protocol/requirements for Elizabeth City Pasquotank Public Schools and/or the State of North Carolina regarding classified staff lunch time and breaks? This includes TA's, custodians, and office staff. Is there a 30 minute lunch permitted in addition to two 15 minute breaks? (The lunch break would be clocked in and out for and the break is not.) If so, are those breaks permitted to be taken in conjunction with the lunch? (Making it an hour away from someone's position.) Or, are the lunch and breaks to be taken independently from each other? What is the minimum number of hours to be worked per day to receive the documented lunch and breaks?

The Fair Labor Standards Act, does not require employers to provide meal or rest breaks. As a district, supervisors are encouraged to allow classified employees time for meal or rest breaks. Supervisors determine the time and frequency for rest meal and rest breaks, however, employees should only be paid for time worked. – Steve Lassiter

When can 30 and 39.10 hour Assistants use their annual leave and / or comp time days since we are not allowed to work on Teacher Workdays?

*Teacher assistants who **require a substitute may not** take annual vacation leave at any time that students are scheduled to be in attendance with the exception of catastrophic illness or becoming a new parent as noted in the NC Benefits and Employment Policy Manual. Teacher assistants who do not require a substitute may take leave with the authorization of the employee's immediate supervisor and must conform to policies established by the State Board of Education and the local board of education. – Steve Lassiter*

Can Assistants cash in any annual leave over 30 before they roll over to sick days?

No. Any annual leave over 30 days will convert to sick days. The NC Benefits and Employment Policy Manual states: Annual vacation leave may be accumulated without any applicable maximum until June 30 of each calendar year. On June 30 or upon retirement accumulated annual vacation leave in excess of 30 days will be converted to sick leave so that only 30 workdays of annual vacation leave are carried forward. Upon separation in order to retire, annual vacation leave over 30 days may be converted to sick leave for creditable service toward retirement. Upon separation from service due to service retirement, resignation, dismissal, reduction in force or death, an employee shall be paid in a lump sum for accumulated annual vacation leave not to exceed a maximum of 30 days. Employees going onto disability may exhaust annual vacation leave rather than be paid in a lump sum. – Steve Lassiter