If I leave the University, will I be paid for any unused bonus, vacation and/or sick leave hours?

Subject to the Human Resources Act (SHRA) positions eligible for leave:

If you leave University service for employment external to the State system, or for personal reasons, you will be paid for up to 240 hours of unused vacation leave. The cap of 240 hours is pro-rated for permanent part-time employees and permanent full-time employees working less than 12 months, based on their FTE. Example FTE .50 x 240 hour cap = 120 hour cap.

You will be paid for any unused BONREG leave hours. You will not be paid for any unused BONSPL or BONSAL leave hours, which do not have cash value.

Any unused sick leave balance will not be paid but will remain on record for a five (5) year period. Should you return to State service within that period of time, your sick leave balance will be reinstated.

Exempt from the Human Resources Act (EHRA) positions eligible for leave:

An employee in a position covered by these regulations who has accrued unused vacation leave upon discontinuation of employment from the employing institution and who either does not elect or is not eligible to transfer such accrued leave to another State or local governmental agency, shall be paid for such unused vacation leave up to the maximum allowed. The amount paid to an employee who has been employed an aggregate of 24 months or less by one or more State or local governmental agencies is equal to one day for each month worked less the number of days of vacation leave taken during the employment period. An employee who has been employed for more than 24 months shall be paid subject to a maximum of 30 such days. The cap of hours is pro-rated for permanent part-time employees and permanent full-time employees working less than 12 months, based on their FTE. Example of an employee who has been employed for more than 24 months with an FTE .50 x 240 hour cap (30 days) = 120 hour cap.

You will be paid for any unused BONREG leave hours. You will not be paid for any unused BONSPL or BONSAL leave hours, which do not have cash value.

Any unused sick leave balance will not be paid but will remain on record for a five (5) year period. Should you return to State service within that period of time, your sick leave balance will be reinstated.

Transfers:

If you are transferring to another NC state agency or university please contact the Benefits Office for specific information regarding the impact to your leave benefits (vacation, sick, and bonus).