



CHAPTER 115C
ARTICLE 21A - EMPLOYEE PERSONNEL RECORDS

N.C.G.S. § 115C-320.

Publication and inspection of certain records.

SOURCE	LAST AMENDMENT IN THIS TEXT	RETRIEVED	SOURCE FINGERPRINT
General Statutes of North Carolina, as published by the General Assembly	S.L. 2025-73, s. 2(a) — fifth act in the lineage	21 September 2026, 04:48 UTC	6e61fb57def3ea0082ab89a6 - 7b173259e513a59a057ca7ec - 4d793c9652ee1743

- § 115C-320(a) Each local board of education shall maintain a record of each of its employees, showing the following information with respect to each employee:
- (1) Name.
 - (2) Age.
 - (3) Date of original employment or appointment.
 - (4) The terms of any contract by which the employee is employed whether written or oral, past and current, to the extent that the board has the written contract or a record of the oral contract in its possession.
 - (5) Current position.
 - (6) Title.
 - (7) Current total compensation, as defined in sub-subdivision a. of subdivision (1) of subsection (b1) of this section.
 - (8) Date and amount of each increase or decrease in total compensation, as defined in sub-subdivision a. of subdivision (1) of subsection (b1) of this section, with that local board of education.
 - (9) Date and type of each promotion, demotion, transfer, suspension, separation, or other change in position classification with that local board of education.
 - (10) Date and general description of the reasons for each promotion with that local board of education.

- (11) Date and type of each dismissal, suspension, or demotion for disciplinary reasons taken by the local board of education. If the disciplinary action was a dismissal, a copy of the written notice of the final decision of the local board of education setting forth the specific acts or omissions that are the basis of the dismissal.
- (12) The office or station to which the employee is currently assigned.

§ 115C-320(b) For the purposes of this section, the term "central office employees" refers to superintendents, assistant superintendents, associate superintendents, directors/coordinators, supervisors, finance officers, all personnel categorized as central office employees by the Department of Public Instruction or the local school administrative unit, and any permanent employee of the local school administrative unit or employee of a third-party contractor with the local school administrative unit that is not assigned to a school campus. The term "salary" includes pay, benefits, incentives, supplements, bonuses, and deferred and all other forms of compensation paid by the employing entity.

§ 115C-320(b1) No later than August 15, 2025, and annually thereafter, each local board of education shall publish and maintain on its website all of the following information:

- (1) For each central office employee:
 - a.Total compensation from all funding sources, including at least the following:
 - 1.Salary.
 - 2.Reimbursements and allowances, including reimbursements and allowances related to travel.
 - b.Position title.
 - c.Position description.
 - d.The date the position was created.
 - e.The department, unit, or office of the local school administrative unit in which the position is located.
- (2) The title of each central office employee position in the local school administrative unit and the number of positions associated with that title.
- (3) For each department, unit, or office of the local school administrative unit:

APPARATUS III

Citation

FULL SECTION

N.C. Gen. Stat. § 115C-320 (2025).

PINPOINT

N.C. Gen. Stat. § 115C-320(a) (2025).

Pinpoint keys are set in the left margin of the text rather than line numbers: subsection designators are stable across editions and paper sizes, line numbers are not.

COLOPHON

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HISTORY PARENTHETICAL, AS PRINTED BY THE STATE

(1987, c. 571, s. 1; 2002-171, s. 4; 2007-508, s. 1; 2010-169, s. 18(b); 2025-73, s. 2(a).)

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