

## **25 NCAC 01C .0405      TEMPORARY APPOINTMENT**

(a) A temporary appointment is an appointment to fill a workforce need for a limited period of time. Temporary employees shall not be used to permanently expand the workforce beyond authorized levels set in the authorized budget as defined in G.S. 143C-1-1(d)(1a). Temporary appointments shall not exceed 11 consecutive months, subject to the following exemptions:

- (1) Full-time students, defined as those undergraduate students taking at least 12 credit hours or graduate students taking at least 9 credit hours;
- (2) Retired employees, defined as those individuals drawing a retirement income or Social Security benefits and who have signed a statement that they are not available for, nor seeking, permanent employment;
- (3) Inmates that are on a work-release program;
- (4) Interns, defined as those students who, regardless of the number of credit hours enrolled, work to gain occupational experience for a period of at least one academic semester; and
- (5) Externs, defined as those students who, regardless of the number of credit hours enrolled, are employed as part of a written agreement between the State and an academic institution through which the student is paid and earns course credit.

(b) Employees with a temporary appointment shall not earn or accrue leave or receive total State service credit, retirement credit, severance pay, or priority reemployment consideration.

(c) This Rule applies to all temporary employees employed by the State.

(d) The calculation of consecutive months in Paragraph (a) of this Rule shall restart only after a separation of at least 31 consecutive calendar days after the last day that person worked for the State in a temporary appointment. After a separation of this length, and only after such a separation, an individual who was employed for 11 consecutive months by temporary appointment shall be eligible for a new or reinstated temporary appointment.

*History Note:*      *Authority G.S. 126-4(5); 126-4(6); 126-4(7a); 126-4(19);*  
*Eff. February 1, 1976;*  
*Amended Eff. December 1, 2021; August 1, 1995; November 1, 1991; December 1, 1978;*  
*Readopted Eff. April 1, 2016;*  
*Amended Eff. August 1, 2024; December 1, 2021.*