

FAQs (Frequently Asked Questions)

I am a teacher who is not working now because school is out for the summer. I have a reasonable assurance to return teaching at the school for the next school term.

Benefits are not payable to an individual for services performed by instructional, research, or principal administrative employees of educational institutions during the period between two successive academic years or terms with reasonable assurance of returning. Whether or not a person has previously worked for the same educational facility may also be considered.

What is “reasonable assurance”?

“Reasonable assurance” is a conclusion based on whether a person has acknowledgement that he or she will perform services for the school system again for the coming academic year. Reasonable assurance may include a contract, a written and/or verbal offer, etc.

I worked as a substitute for two months and when I worked, it was 40 hours each week. Would I be considered a full-substitute?

No. North Carolina Law provides that no substitute is considered unemployed for any time he or she is not called to work unless employment was as a full-time substitute. An individual is considered a full-time substitute if he or she works for the school on a continual basis more than 30 hours per week for 6 months or more.

I was employed by Aramark as a Food Services Employee. I am now unemployed due the end of the school year. Aramark gave me a written document promising to bring me back again and even stated that September 4, 2019 will be my return to work date. I worked every day at Brookside Elementary School. Should I select “Between School Terms” as my separation reason when I file my claim?

No. The employer was Aramark and your separation reason would be lack of work. In your case, “reasonable assurance” was given but it does not apply unless you worked for a school system. Likewise, even though all work was done at a school, your employer was not the school system, it was Aramark.

I worked as a bus driver for Mecklenburg County Schools. I am not working now because school is out for the summer. I am not a teacher. If I file a claim, what is my separation reason?

Since your employer is a school system, your separation reason would be “Between School Terms”. Whether or not you have reasonable assurance of returning to drive busses when school resumes would be considered.