



NOTICE OF TEXT

[Authority G.S. 150B-21.2(c)]

OAH USE ONLY

VOLUME: 40

ISSUE: 10

CHECK APPROPRIATE BOX:

- Notice with a scheduled hearing
- Notice without a scheduled hearing
- Republication of text. Complete the following cite for the volume and issue of previous publication, as well as blocks 1 - 4 and 7 - 14. If a hearing is scheduled, complete block 5.
Previous publication of text was published in Volume: Issue:

1. Rule-Making Agency: [State Human Resources Commission](#)

2. Link to agency website pursuant to G.S. 150B-19.1(c): <https://oshr.nc.gov/hr-governance/state-human-resources-commission/proposed-rulemaking>

3. Proposed Action -- Check the appropriate box(es) and list rule citation(s) beside proposed action:

ADOPTION:

AMENDMENT:

REPEAL: 25 NCAC 01K .0210, .0212, .0311-.0314, .0316-.0317, .0320-.0324, .0401-.0404, .0501-.0502, .0612-.0613

READOPTION with substantive changes:

READOPTION without substantive changes:

REPEAL through READOPTION:

4. Proposed effective date: [03/01/2026](#)

5. Is a public hearing planned? **Yes**

If yes:

Date	Time	Location
12/02/2025	9a	https://ncgov.webex.com/ncgov/j.php?MTID=m687b0da14f24aa4ff6105f55f8f2556c

6. If no public hearing is scheduled, provide instructions on how to demand a public hearing:

7. Explain Reason For Proposed Rule(s):

As background, NC Sess. Law 2025-34, SB 124, An Act to Reduce Barriers to State Employment and to Modernize the State Human Resources System, became law on July 1, 2025. The bill amends General Statute § 150B-2(8a) to change the definition of “Rule” in the Administrative Procedure Act to exclude: “Job classification standards, job qualifications, and salaries and policies established for State and local government positions under the jurisdiction of the State Human Resources Commission, so long as those standards, qualifications, salaries, and policies directly affect only applicants for employment, current employees, or the resolution of matters related to past employment.”

Consequently, OSHR is reviewing all existing rules to determine if the rule is necessary or still relevant or if existing policy already exists. In the case of the rules listed above, they are all either covered by an existing policy or are outdated and no longer necessary.

8. Procedure for Subjecting a Proposed Rule to Legislative Review: If an objection is not resolved prior to the adoption of the rule, a person may also submit written objections to the Rules Review Commission. If the Rules Review Commission receives written and signed objections in accordance with G.S. 150B-21.3(b2) from 10 or more persons clearly requesting review by the legislature and the Rules Review Commission approves the rule, the rule will become effective as provided in G.S. 150B-21.3(b1). The Commission will receive written objections until 5:00 p.m. on the day following the day the Commission approves the rule. The Commission will receive those objections by mail, delivery service, hand delivery, or email. If you have any further questions concerning the submission of objections to the Commission, please call a Commission staff attorney at 984-236-1850.

Rule(s) is automatically subject to legislative review. Cite statutory reference:

9. The person to whom written comments may be submitted on the proposed rule(s):

Name: Denise Mazza
Address: 333 Fayetteville St, Raleigh, NC, 27601
Raleigh, NC 27603
Phone (optional): 984-236-0823
Fax (optional):
EMail (optional) denise.mazza@nc.gov

10. Comment Period Ends: 01/16/2026

11. Fiscal impact. Does any rule or combination of rules in this notice create an economic impact? Check all that apply.

No fiscal note required

12. Rule-making Coordinator:

Name: Blake Thomas
984-236-0822
blake.thomas@nc.gov

Agency contact, if any:

Name: Denise Mazza
Phone: 984-236-0823
Email: denise.mazza@nc.gov

13. The Agency formally proposed the text of this rule(s) on

Date: 09/18/2025

1 25 NCAC 01K .0212 is proposed for repeal as follows:

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3 **25 NCAC 01K .0212 OFFICE OF STATE HUMAN RESOURCES LEARNING AND DEVELOPMENT**
4 **FACILITIES**

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6 *History Note: Authority G.S. 126-4;*

7 *Eff. January 1, 1979;*

8 *Amended Eff. April 1, 2005, January 1, ~~1989~~, 1989;*

9 *Repealed Eff. March 1, 2026.*

10

1 25 NCAC 01K .0311 is proposed for repeal as follows:

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3 **25 NCAC 01K .0311 PURPOSE**

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5 *History Note: Authority G.S. 126-4;*

6 *Eff. January 1, 1989;*

7 *Amended Eff. January 1, ~~2004~~ 2004;*

8 *Repealed Eff. March 1, 2026.*

9

1 25 NCAC 01K .0312 is proposed for repeal as follows:

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3 **25 NCAC 01K .0312 ELIGIBILITY**

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5 *History Note: Authority G.S. 126-4;*

6 *Eff. September 1, 1989;*

7 *Amended Eff. December 1, 2003; August 1, ~~1995~~, 1995;*

8 *Repealed Eff. March 1, 2026.*

9

1 25 NCAC 01K .0313 is proposed for repeal as follows:

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3 **25 NCAC 01K .0313 APPROVED COURSES**

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5 *History Note: Authority G.S. 126-4;*

6 *Eff. September 1, 1989;*

7 *Amended Eff. December 1, ~~2003~~, 2003;*

8 *Repealed Eff. March 1, 2026.*

9

1 25 NCAC 01K .0314 is proposed for repeal as follows:

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3 **25 NCAC 01K .0314 ACADEMIC LEAVE**

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5 *History Note: Authority G.S. 126-4;*

6 *Eff. September 1, 1989;*

7 *Amended Eff. January 1, ~~2004~~ 2004;*

8 *Repealed Eff. March 1, 2026.*

9

1 25 NCAC 01K .0316 is proposed for repeal as follows:

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3 **25 NCAC 01K .0316 ACADEMIC COSTS**

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5 *History Note: Authority G.S. 126-4;*

6 *Eff. September 1, 1989;*

7 *Amended Eff. December 1, ~~2003~~, 2003;*

8 *Repealed Eff. March 1, 2026.*

9

1 25 NCAC 01K .0317 is proposed for repeal as follows:

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3 **25 NCAC 01K .0317 REIMBURSEMENT OF ACADEMIC COSTS**

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5 *History Note: Authority G.S. 126-4;*

6 *Eff. September 1, 1989;*

7 *Amended Eff. January 1, ~~2004~~ 2004;*

8 *Repealed Eff. March 1, 2026.*

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1 25 NCAC 01K .0320 is proposed for repeal as follows:

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3 **25 NCAC 01K .0320 EXCEPTIONAL SITUATIONS**

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5 *History Note: Authority G.S. 126-4;*

6 *Eff. September 1, 1989;*

7 *Amended Eff. December 1, ~~2003~~, 2003;*

8 *Repealed Eff. March 1, 2026.*

9

1 25 NCAC 01K .0321 is proposed for repeal as follows:

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3 **25 NCAC 01K .0321 COURSES TAKEN AT AGENCY/UNIVERSITY REQUEST**

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5 *History Note: Authority G.S. 126-4;*

6 *Eff. September 1, 1989;*

7 *Amended Eff. December 1, ~~2003~~, 2003;*

8 *Repealed Eff. March 1, 2026.*

9

1 25 NCAC 01K .0322 is proposed for repeal as follows:

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3 **25 NCAC 01K .0322 EXTENDED ACADEMIC LEAVE**

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5 *History Note: Authority G.S. 126-4;*

6 *Eff. September 1, 1989;*

7 *Amended Eff. December 1, ~~2003~~, 2003;*

8 *Repealed Eff. March 1, 2026.*

9

1 25 NCAC 01K .0323 is proposed for repeal as follows:

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3 **25 NCAC 01K .0323 CERTIFICATION/LICENSING**

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5 *History Note: Authority G.S. 126-4;*

6 *Eff. September 1, 1989;*

7 *Amended Eff. December 1, ~~2003~~, 2003;*

8 *Repealed Eff. March 1, 2026.*

9

1 25 NCAC 01K .0324 is proposed for repeal as follows:

2

3 **25 NCAC 01K .0324 ADMINISTRATION RESPONSIBILITY**

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5 *History Note: Authority G.S. 126-4;*

6 *Eff. September 1, 1989;*

7 *Amended Eff. December 1, ~~2003~~, 2003;*

8 *Repealed Eff. March 1, 2026.*

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1 25 NCAC 01K .0401 is proposed for repeal as follows:

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3 **25 NCAC 01K .0401 POLICY STATEMENT**

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5 *History Note:* Authority G.S. 126-4(10); N.C.G.S. c. 143, Article 3C;

6 *Eff. February 1, 1976;*

7 *Amended Eff. January 1, ~~1979~~ 1979;*

8 *Repealed Eff. March 1, 2026.*

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1 25 NCAC 01K .0402 is proposed for repeal as follows:

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3 **25 NCAC 01K .0402 DETERMINATION OF NEED FOR TRAINING**

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5 *History Note: Authority G.S. 126-4;*

6 *Eff. February 1, 1976;*

7 *Amended Eff. March 1, 2005; January 1, ~~1979~~, 1979;*

8 *Repealed Eff. March 1, 2026.*

9

1 25 NCAC 01K .0403 is proposed for repeal as follows:

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3 **25 NCAC 01K .0403 SELECTION OF NON-GOVERNMENT SOURCES**

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5 *History Note: Authority G.S. 126-4;*

6 *Eff. February 1, 1976;*

7 *Amended Eff. March 1, 2005; January 1, ~~1979~~, 1979;*

8 *Repealed Eff. March 1, 2026.*

9

1 25 NCAC 01K .0404 is proposed for repeal as follows:

2

3 **25 NCAC 01K .0404 PROCEDURE FOR APPROVAL OF NON-STATE SOURCES**

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5 *History Note:* *Authority G.S. 126-4; 143-64.20; 143-64.24;*

6 *Eff. February 1, 1976;*

7 *Amended Eff. March 1, 2005; January 1, ~~1979~~, 1979;*

8 *Repealed Eff. March 1, 2026.*

9

1 25 NCAC 01K .0501 is proposed for repeal as follows:

2

3 **25 NCAC 01K .0501 POLICY STATEMENT**

4

5 *History Note: Authority G.S. 126-4;*

6 *Eff. January 1, ~~1978~~, 1978;*

7 *Repealed Eff. March 1, 2026.*

8

1 25 NCAC 01K .0502 is proposed for repeal as follows:

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3 **25 NCAC 01K .0502 APPOINTMENT PROVISIONS**

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5 *History Note: Authority G.S. 126-4;*

6 *Eff. January 1, 1978;*

7 *Amended Eff. November 1, 1990; January 1, ~~1989~~ 1989;*

8 *Repealed Eff. March 1, 2026.*

9

1 25 NCAC 01K .0612 is proposed for repeal as follows:

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3 **25 NCAC 01K .0612 INTERIM PERFORMANCE MANAGEMENT RULES**

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5 *History Note: Filed as a Temporary Rule Eff. August 24, 1989 for a period of 180 days to expire on February*
6 *20, 1990;*

7 *Authority G.S. 126-4;*

8 *Eff. January 1, ~~1990~~ 1990;*

9 *Repealed Eff. March 1, 2026.*

10

1 25 NCAC 01K .0613 is proposed for repeal as follows:

2

3 **25 NCAC 01K .0613 FISCAL YEAR 1989/90 PERFORMANCE PAY FUNDS**

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5 *History Note: Filed as a Temporary Rule Eff. August 24, 1989 for a period of 180 days to expire on February*
6 *20, 1990;*

7 *Authority G.S. 126-4;*

8 *Eff. January 1, ~~1990~~ 1990;*

9 *Repealed Eff. March 1, 2026.*

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