TERMINAL SICK LEAVE PAY	6.912

Any employee of the Board shall be eligible for terminal sick leave pay at the time of normal retirement provided that normal retirement coincides with termination. *Normal retirement* shall mean retirement under any plan established by the legislature with either full or reduced benefits. *Normal retirement* shall not be interpreted to mean withdrawal of funds. Payment shall be made to the beneficiary of an employee if service is terminated by death. Payment for sick leave shall not exceed the number of days within the employee's contracted period and not greater than provided by law.

Any employee who desires payment for sick leave at the time of retirement must make written application for payment by May 15 of the fiscal year prior to the year during which the retirement is to occur. However, payments not requested by this date may be made if funds are available.

(1)   Instructional Staff and Educational Support Employees

Terminal pay for accumulated sick leave shall be paid at the daily base rate of pay at the time of retirement. Payment shall be calculated according to the following:

A.   During the first three (3) years of service in the District, the daily rate of pay multiplied by thirty-five percent (35%) times the number of days of accumulated sick leave.

B.   During the next three (3) years of service in the District, the daily rate of pay multiplied by forty percent (40%) times the number of days of accumulated sick leave.

CHAPTER 6.00 – HUMAN RESOURCES

C. During the next three (3) years of service in the District, the daily rate of pay multiplied by forty-five percent (45%) times the number of days of accumulated sick leave.

D. During the next three (3) years of service in the District, the daily rate of pay multiplied by fifty percent (50%) times the number of days of accumulated sick leave.

E. During and after the thirteenth (13th) year of service in the District, the daily rate of pay multiplied by one-hundred percent (100%) times the number of days of accumulated sick leave.

(2)   Other Full Time Employees

Full time employees who are not classified as instructional staff or educational support employees as defined by law shall be eligible for terminal sick leave payment at the time of normal retirement as follows:

a. Terminal pay from sick leave accrued prior to July 1, 2004 shall be paid at the daily base rate of pay at the time of retirement.

b. Terminal pay for sick leave accrued after June 30, 2004 shall be paid at the base rate of pay at the time it was earned.

c. Payment shall be calculated according to the schedule in 1.A. – 1.E.

(3)   Deferred Retirement Option Program

Employees electing to participate in the Deferred Retirement Option Program (DROP) shall be eligible for terminal payment of sick leave as described in Policy 6.531.

(4)   Any person entitled to terminal pay benefits shall have been under contract to render services for the period immediately preceding retirement or death and shall not be under suspension from duty or have any charges pending which could result in dismissal from employment and shall have rendered not less than one (1) year of service in the Washington County School District.

(5)   All employees who are eligible for terminal sick leave pay and meet the age requirement shall participate in a Board-approved special pay plan subject to a minimum contribution level established by the Board effective January 1, 2007. **EXCEPTION:** Employees eligible for representation by collective bargaining unit(s) will not participate until negotiated. **Note:** On May 11, 2007, WCEA teacher bargaining unit ratified to participate in the approved special pay plan. School Board approved on June 11, 2007.

(6)   Additionally, employees not meeting the age requirement may participate acknowledging their full responsibility of penalties incurred for early withdrawal.

STATUTORY AUTHORITY: **1001.41, 1012.22, 1012.23, F.S.**

LAW(S) IMPLEMENTED: **1001.43, 1012.61, F.S.**