

RETIREMENT COMPENSATION – NON-BARGAINING UNIT EMPLOYEES

PERMANENT EMPLOYEES WHO ARE NOT MEMBERS OF A BARGAINING UNIT SHALL BE ENTITLED TO COMPENSATION FOR ACCUMULATED SICK LEAVE AT THE TIME OF THEIR RETIREMENT FROM THE SCHOOL DISTRICT BASED ON THE FORMULAS CONTAINED IN THE RULES BELOW:

AUTHORITY: F.S. ~~230.22(1)(2); 231.40(2)(A) 4~~ 1012.61(2)(a)4

POLICY ADOPTED: 11/26/68

POLICY AMENDED: 9/5/74; 11/15/79; 11/19/81; 12/4/86; 9/20/94; 7/18/95; 10/17/00

RULES:

1. Employees who retire prior to the 10th year of service shall not receive any terminal sick leave payment. Employees who retire from the District during the 10th through 12th years of service shall be compensated as follows:
 - a. The affected employee's daily rate of pay at the time the sick leave was earned on July 1, 1994 multiplied by 50% multiplied by the number of unused sick leave days held on July 1, 1994.
 - b. ~~The affected employee's daily rate of pay at the time sick leave is earned multiplied by 50% multiplied by the number of days of accumulated sick leave earned. after July 1, 1994. For county-based and school-based administrators/supervisors hired on or after July 1, 1995, such payment shall not exceed one fourth of all unused sick leave accumulated. on or after July 1, 1995, however, payment allowable for such accumulated sick leave shall not exceed a maximum of 60 days of actual payment.~~

2. Employees who retire from the District during and after the thirteenth (13th) year of service shall be compensated as follows:
 - a. The affected employee's daily rate of pay at the time the sick leave was earned on July 1, 1994 multiplied by the number of unused sick leave days held on July 1, 1994.
 - b. ~~The affected employee's daily rate of pay at the time sick leave is earned multiplied by the number of days of accumulated sick leave earned. after July 1, 1994. For county-based and school-based administrators/supervisors hired on or after July 1, 1995, such payment shall not exceed one fourth of all unused sick leave accumulated. on or after July 1, 1995. However, payment allowable for such accumulated sick leave shall not exceed a maximum of 60 days of actual payment. This 60 day limitation does not apply to employees hired as administrators/supervisors who worked for the District in a non-administrative capacity prior to their promotion.~~

3. "Normal retirement" as used in this policy shall mean retirement under plan A, B, C, D, E, and the Florida Retirement System, or any other plan established by the Legislature with either full or reduced benefits as provided by the law. "Normal retirement " shall not be interpreted to include disability retirement.
4. No employee who meets the eligibility requirements listed above may receive any compensation for sick leave payments unless they sign and execute the Payment of Sick Leave Upon Retirement Agreement provided by the Superintendent. This agreement requires the retiring Board employee to seek, accept, and cash the first retirement benefit check issued by the Florida Retirement System, unless participating in Deferred Retirement Option Plan (DROP) pursuant to Board Policy #4304.
5. For purposes of this policy only, employees on the Administrative, Supervisory, Professional and Technical Salary Schedule shall receive credit for up to ten (10) years of service for work performed in another school district or for another employer(s), provided that said work experience is directly related to the job responsibilities performed by the employees at the time of their initial placement on the District's administrative salary schedule. This benefit shall not be retroactively applied to Board employees who have left the employment of the Board, for whatever reasons, prior to the time the Board adopted this amendment to the policy.
6. If, for any reason, an employee who has retired and collected sick leave compensation pay returns to school employment, the employee shall not be entitled to a restitution of previous sick leave days.

AUTHORITY: F.S. ~~230.22 (1) (2); 231.40 (2) (A) 4; 12/4/86; 9/20/94~~ 1012.61(2)(a)4;07/01/04
Policy Amended: 7/18/95; 10/17/00