

Sick Leave Incentive Program

PLATTSMOUTH COMMUNITY SCHOOL DISTRICT SICK LEAVE INCENTIVE PROGRAM

The Plattsmouth School Board recognizes the importance of regular attendance for employees, in an effort to effectively and efficiently provide a safe and healthy learning environment for students. The intent of this program is to reward employees for unused sick leave, with the understanding that employees should not be on duty at times when they are sick and could put themselves or others at risk of injury or further illness.

PROGRAM GUIDELINES

Employees who leave the district after fifteen or more years shall be eligible to receive compensation for the unused leave as follows:

An hourly support staff member who has unused sick leave days remaining upon completion of their last day of employment with PCS and will not be returning to the district for the following school year shall receive 50% of the daily substitute rate (step 1) for their most closely related position on the Support Staff Salary Schedule pro-rated to equal the number of hours worked for each unused sick day, with a 50-day maximum provision.

A teacher, administrator, or any other staff member in a salaried position who has unused sick leave days remaining upon completion of their last day of employment with PCS and will not be returning to the district for the following school year shall receive 50% of the daily substitute rate (currently \$150 per day) for each unused sick day, with a 50-day maximum provision (60 days for administrators, per contract).

Amount payable pursuant to the foregoing shall be computed as soon as is reasonably possible following the end of the school year, and shall be payable to the teacher no later than the regular payroll date next following the date on which such amounts are determined.

Adopted: May 9, 2016

Reviewed: Feb. 13, 2017, Feb. 12, 2018, Feb. 11, 2019, Mar. 9, 2020, Mar. 8, 2021

Revised: Mar. 14, 2022, October 10, 2022, Mar. 13, 2023, Mar. 18, 2024