

LUMP SUM PAYMENT OF VACATION 6.310

A staff member who is employed on a regular or full time basis may be entitled to a lump-sum payment for his/her accrued vacation leave upon termination of employment, transfer to less than a twelve (12) month position within the District, or normal retirement. Normal retirement as used herein means retirement with either full or reduced benefits as provided by Florida Statutes; it does not include disability retirement. In the case of an employee's death, his/her beneficiary shall be entitled to the jump-sum payment of the accrued vacation leave.

- I. The employee may choose to receive a lump-sum payment of accrued annual leave with the final salary warrant or extend his/her employment status through the last day of accrued annual leave, except in cases where the employee is administratively terminated.
- II. Payment shall be the daily or hourly rate of pay at the time of retirement, regular resignation or termination, except for participants of the Deferred Retirement Option Program (DROP).
- III. Annual leave payment for participants of the DROP, will be paid according to Board Policy 6.216
- IV. Terminal pay for accrued annual leave shall not exceed a cumulative maximum of 480 hours total.
- V. All accumulation of Annual Leave or Terminal Leave payments at either termination of employment, normal retirement, or due to retirement through the DROP program, valued at \$1,000 or more will automatically be paid into the employer approved Bencor Program.
- VI. The employee shall have been employed by the District at the time of termination, retirement, or entrance into the DROP program.
- VII. The Superintendent shall be eligible for lump-sum payment of annual leave and accumulated sick leave upon termination if earned in the District prior to assuming the office of Superintendent.

STATUTORY AUTHORITY:

1001.41, 1012.22, 1012.23, F.S.

LAW(S) IMPLEMENTED:

1001.43, 1012.65, F.S.

HISTORY: ADOPTED: _____

REVISION DATE(S): 2/2005, 11/18/2009, 04/11/2022, 9/12/2022

FORMERLY: