

TERMINAL SICK LEAVE PAY**6.320**

Personnel shall be entitled to payment of accumulated sick leave at the time of termination of employment, regular retirement, or in accordance with Policy 6.216 if participating in the state of Florida Deferred Retirement Option Program (DROP). To be entitled to terminal pay benefits, the employee shall have been under contract to render service and shall not be under suspension from duty or have any charges pending which may have resulted in dismissal from employment. When termination of employment is by the employee's death, any terminal pay benefits to which the employee may have been entitled may be paid to his/her beneficiary. The beneficiary shall be the individual designated on the employee's Division of Retirement records.

I. 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:

For employees hired after June 30, 2024, payment shall be based on current continuous service. Employees hired prior to July 1, 2024, payment will be based on total years of service in Bradford County.

- A. During the first three (3) years of service in Bradford County School District, the daily rate of pay multiplied by thirty-five percent (35%) times the number of accumulated sick leave hours.
- B. During the next three (3) years of service, years 4-6, in Bradford County School District, the daily rate of pay multiplied by forty percent (40%) times the number of accumulated sick leave hours.
- C. During the next three (3) years of service, years 7-9, in Bradford County School District, the daily rate of pay multiplied by forty-five percent (45%) times the number of accumulated sick leave hours.
- D. During the next three (3) years of service, years 10-12, in Bradford County School District, the daily rate of pay multiplied by fifty percent (50%) times the number of accumulated sick leave hours.

- E. During and after the thirteenth (13th) year of service in Bradford County School District, the daily rate of pay multiplied by one-hundred percent (100%).

For employees hired after June 30, 2024, payment shall be based on current continuous service.

- II. Administrative staff members shall be eligible for terminal sick leave payment as follows.
 - A. Terminal pay from sick leave accrued prior to July 1, 2004 Shall be paid at the daily rate of pay at 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 I.A. - I.E.
- III. Retirement as used herein shall mean retirement immediately following termination with either full or reduced benefits under any plan administered by the Florida Retirement System, excluding disability retirement.
- IV. Provisions for terminal pay benefits as described herein shall not be interpreted to constitute an ongoing property right of School Board employees and shall be subject to modification or repeal by the School Board at any time.
- V. Employees not covered by the bargaining unit are entitled to terminal pay of sick leave at the above established rate.
- VI. Employees choosing to enter DROP will continue to have their accumulated sick leave figured as established above. This accumulated sick leave will be paid according Policy 6.216.
- VII. All covered classified employees who receive an Annual Sick Leave or Terminal Sick Leave payment at either termination of employment, normal retirement, or due to retirement through the DROP program, will be eligible to participate in the Bradford County School District BENCOR National Government Employees Retirement Plan (The Plan.) Participation in The Plan is mandatory, and an individual who meets the requirements for participation may not elect to waive participation.

STATUTORY AUTHORITY:

1001.41, 1012.22, 1012.23, F.S.

LAW(S) IMPLEMENTED:

1001.43, 1012.61, F.S.

HISTORY:

ADOPTED ____

REVISION DATE(S): 06/27/2005; 04/11/2022, 7/15/2024

FORMERLY: 7.13(b), 7.40