

CHAPTER 6.00 – HUMAN RESOURCES

TERMINAL SICK LEAVE PAY

6.912

- I. Terminal Pay for Sick Leave – The beneficiary of any employee whose service is terminated by death, and any employee with at least six (6) years service with the School District of Osceola County, shall be entitled to payment for accumulated sick leave as follows:
 - 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.
 - 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 (13) 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.
- II. 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.
- III. 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 for 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.

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- C. Payment shall be calculated according to the schedule in I.A. – I.E.
- IV. For employees with five or more years experience in the District, terminal payment for unused sick leave shall be made to the District's Section 401(a)/403 (b) Qualified Special Pay Plan to the extent allowed by the plan document and applicable law.
- V. Annual contributions to the Special Pay Plan ("the plan") based on accumulated sick leave shall be made for employees enrolled in the Deferred Retirement Option Program (DROP) to the extent allowed by the plan document and applicable law. Such contributions will be calculated each June 30 subsequent to the employee's completion of one full fiscal year in DROP. Days for which contribution is made to the plan will be deducted from the employee's leave balance on a first in first out basis. Contributions will be calculated based on the employee's daily rate of pay as of each computation date subject to the limitation of section III, B above. Amounts contributed will not be adjusted for subsequent changes in daily rate of pay. The Cumulative total number of days for which contributions are made to the plan and paid as terminal sick pay will not exceed the number of days for which payment would be allowed as terminal sick pay under rules in effect on each computation date. For this calculation, days previously deducted due to plan contributions will be added back to leave balances on the computation date. Days previously contributed to the plan properly computed as of the computation dates will not be withdrawn due to subsequent leave usage by the employee or other subsequent events, except as required by law or rule. Any distribution from the 401(a)/403(b) plan shall be made in accordance with the Plan documents.
- VI. For employees who elect to enter DROP, prior to payment for the number of days of accumulated sick leave, the employee:
- shall have no less than thirteen (13) years of service in the District;
 - shall have no less than forty-five (45) days of accumulated sick leave balance; and
 - shall not cause such payment to reduce accumulated sick leave balance less than thirty (30) days.

Upon completion of DROP, the District shall pay the employee for the balance of their accumulated sick leave.