

Accumulated Leave Payout - Proposed Policy

Policy DEC

Compensation & Benefits:

Leaves and Absences

Two types of paid leave:

State: A district shall provide employees with five days per year of state personal leave, with no limit on accumulation and no restrictions on transfer among districts. *DEC(LEGAL)*

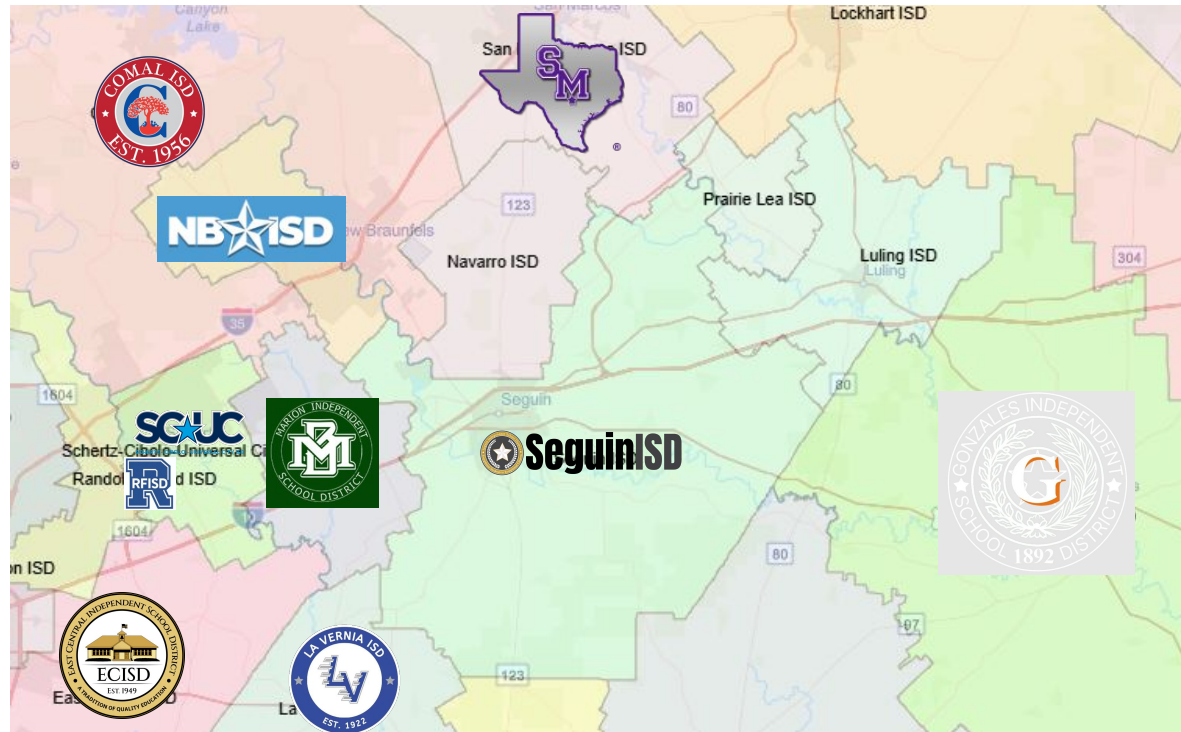
Local: Each employee shall earn five paid local leave days per school year in accordance with administrative regulations.

Local leave shall accumulate without limit. *DEC(LOCAL)*



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Districts with Accumulated Leave Payout Policies:



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DEC(LOCAL) Compensation & Benefits: Leaves and Absences

Definition

- Compensation for eligible employees for unused state/local leave upon retirement

Benefits

- Improve attendance
- Increase retention
- Provide an additional employee benefit

Eligibility Criteria

- Full-time
- Retire through TRS
- Employed the last 5 years in the district
- Minimum of 95% attendance in final year before retirement

Payout

- Up to 50 days of state and/or local leave
- \$100/day (contract employees), \$50 per day (at-will employees)