



Fiscal Year 2022

Teacher Leave Buy-Back Pilot Program





Joint Recommendation of the Meet and Confer Teams for Compensation Matters for Fiscal Year (FY) 2020- 2021

- Approved by Governing Board on April 14, 2020
- Includes a recommendation in paragraph 5 that says:
“5. Develop and offer a cost neutral sick-leave buy-back program to allow teachers with a minimum of six (6) years of continuous service with the Amphitheater District and other qualifying criteria to sell back unused sick leave.”



Necessary Minimum Criteria

- Budget-neutral,
- Apply to sick leave, and
- Offered to teachers who have provided at least 6 consecutive years of service to the District.

Budget Neutral

- District can create a leave buy-back program from within the existing budget and available funds spent to cover sick leave currently
 - Derive savings from avoiding the cost of a substitute assignment
 - Maximum reimbursement rate can be the lowest daily rate of pay approved for substitute teacher
 - Leave must be sold back by the teacher at the end of the current year for the program to remain budget-neutral





Important Other Considerations

- Teachers must feel comfortable to remain at home when necessary for their personal health and well-being and to keep our school campuses safe.
- Students and other staff members must still feel confident that sick people will stay home.
- Plan should continue to encourage carry forward of some paid leave for potential emergencies in future years.



Carry Forward Recommendation

- Carry Forward 3 paid leave days from the current year
 - 1.0 FTE Teachers annually accrue paid leave hours equal to:
 - 8 sick leave days
 - 5 personal leave
- Qualified teachers can be reimbursed at separation
 - Board has approved reimbursement rates for unused sick leave at separation
 - Contained in Policy Manual Exhibit GCCA-E

Recommended Pilot Program

1. Limited to certificated Teachers assigned a class roster
2. Teacher must meet the following prerequisites:
 - a. Fulfill contract and work through final day of school that year, *and*
 - b. Satisfy one of the following:
 - i. Have more than thirteen (13) days of unused leave accrued and seek reimbursement for unused leave *in excess* of those thirteen (13) days, or
 - ii. Separate from the District at the end of the SY and not work for the District next FY
3. Leave must be accrued in current FY to qualify for reimbursement
4. 3 days do not qualify for reimbursement through program
5. Reimbursement rate = District's substitute teacher daily rate of pay
6. Reimbursement amount can be prorated
7. New application for reimbursement must be submitted annually
8. Reimbursed leave will be deducted from leave balances
9. Payment will be issued by the end of FY



(cont'd)

10. Accrued sick leave continues to rollover if not reimbursed that FY

11. Personal leave continues to convert to sick leave if not reimbursed that FY

12. Participants waive rights to participate in sick leave donation program

13. Following leave is exempt:

- Bereavement leave,
- Donated leave,
- Leave carried forward from a prior fiscal year, and
- Leave accumulated for supplementary assignments, summer work, or otherwise accumulated outside of the employee's teacher work contract



Pros vs. Cons

Pros

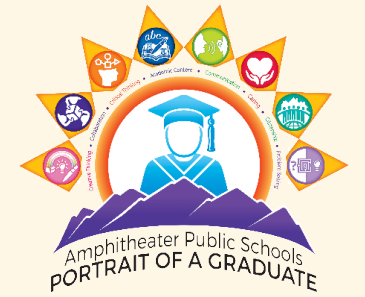
- Requested by teachers
- Provides additional pay option for teachers
- Benefits students by promoting continuous and uninterrupted instruction by same teacher

Cons

- Sends message that attendance is necessary to teachers who are already feeling exhausted and stressed
- May cause additional stress for someone weighing cost/benefits of using paid leave
- Risks attendance when sick



Summary



- Item is for study only this meeting
- If approved, can be implemented for reimbursement at end of year
- Pilot Program to be re-evaluated once budget reviewed at end of FY

