



**DEC (Local):**

**Compensation and Benefits – Leaves and Absences**

Currently employees are limited with regard to the accrual of unused local leave. Revisions will allow employees to accrue unused local leave without a limit.

Each full-time employee shall earn paid local leave days per school year in accordance with the following:

| Duty schedule                  | Local leave days earned |
|--------------------------------|-------------------------|
| Up to 187 days (10.0 months)   | 5.0                     |
| 197 days (10.5 months)         | 5.5                     |
| 207 days (11.0 months)         | 6.0                     |
| 217 days (11.5 months)         | 6.5                     |
| 227 days or more (12.0 months) | 7.0                     |

Local leave shall accumulate without limit.

~~Accumulation of local leave shall be based on the number of days in the employee's annual duty schedule. When unused local leave is combined with accumulated state leave, the total shall not exceed one-half of the total number of days in the employee's annual duty schedule.~~

Upon resignation/retirement, a qualifying employee is currently paid at one-half their full daily rate for qualifying, unused leave days (state/local days). Revisions will allow qualifying employees to be paid at their full daily rate for those qualifying, unused leave days (local days).

Payment for accumulated leave shall be computed at ~~one-half~~ the ~~employee's full~~ daily rate at the time of retirement or resignation times the number of accumulated leave days, which shall not exceed one-half the ~~employee's total number of working duty days in an individual's annual contract~~ [see table at Local Leave].

~~The computation of accumulated leave benefit shall be based on the employee's current salary schedule. No benefits shall exceed a teacher salary schedule adopted by the Board for that year.~~

In order to receive payment for accumulated leave, retirement or resignation must occur at the end of the employee's contract or work year, or when retirement is necessitated by a medical disability as approved by the Teacher Retirement System (TRS). Exceptions ~~to this requirement must~~ shall require ~~receive~~ prior written approval from the Superintendent.

# Questions/Comments?