

The School Board of Gadsden County

Bylaws & Policies

Unless a specific policy has been amended and the date of the policy was revised is noted at the bottom of that policy, the bylaws and policies of The School Board of Gadsden County were adopted on June 25, 2013, and were in effect beginning June 26, 2013.

1420.01 - TERMINAL PAY

Terminal pay for accumulated sick leave will, except as hereinafter otherwise indicated, be provided to all full-time employees at resignation without retirement, at normal retirement, when employee elects to participate in the Deferred Retirement Option Program (DROP), or to the beneficiary if such service is terminated by death. The sick leave days used in calculating the amount of such terminal pay shall not include any such days earned otherwise than in full-time service of this School District. Such terminal pay shall not exceed an amount determined as follows:

- A. For the individual himself, upon separation from such service by resignation without retirement, provided that s/he must then have been in the full-time creditable service of this School District for at least twenty (20) years: the daily rate of pay of the individual at that time multiplied by 100% times the number of days of accumulated sick leave.
- B. For the individual himself/herself, upon normal retirement or DROP enrollment, provided that s/he must then have been in the full-time creditable service of this School District for at least ten (10) creditable years, a sum determined by multiplying the individual's then current coverage daily rate of pay by his/her number of days of accumulated sick leave, times a percentage figure depending on his/her number of years of such service, as hereinafter indicated:
 - 1. after the 10th year – fifty percent (50%)
 - 2. after the 11th year – fifty percent (50%)
 - 3. after the 12th year – fifty percent (50%)
 - 4. after the 13th year – sixty-five percent (65%)
 - 5. after the 14th year – seventy percent (70%)
 - 6. after the 15th year – seventy-five percent (75%)
 - 7. after the 16th year – eighty percent (80%)
 - 8. after the 17th year – eighty-five percent (85%)
 - 9. after the 18th year – ninety percent (90%)
 - 10. after the 19th year – ninety-five percent (95%)
 - 11. after the 20th year – 100%
- C. For the beneficiary, upon the death of the individual in the service of this School District, a sum determined by multiplying the decedent's then current average daily rate of pay by his/her number of days of accumulated sick leave, times a percentage figure depending on his/her number of years of such service, as hereinafter indicated:

1. during the first three (3) years - thirty-five percent (35%)
 2. during the next three (3) years - forty percent (40%)
 3. during the next three (3) years - forty-five percent (45%)
 4. during the next three (3) years - fifty percent (50%)
 5. during the 13th year - sixty percent (60%)
 6. during the 14th year - sixty-five percent (65%)
 7. during the 15th year - seventy percent (70%)
 8. during the 16th year - seventy-five percent (75%)
 9. during the 17th year - eighty percent (80%)
 10. during the 18th year - eighty-five percent (85%)
 11. during the 19th year - ninety percent (90%)
 12. during the 20th year - ninety-five percent (95%)
 13. during and after the 21st year – 100%
- D. For the individual himself upon resignation, normal retirement or DROP enrollment, who has worked ten (10) years or more with the District, or the beneficiary, upon the death of such administrator, a sum determined by multiplying the individual's then current daily rate of pay by the number of days accumulated annual leave, up to sixty (60) days. For the individual himself upon resignation, normal retirement or DROP enrollment, who has worked less than ten (10) years, or the beneficiary, upon the death of such administrator, a sum determined by multiplying the individual's then current daily rate of pay by the number of days accumulated annual leave, up to twenty (20) days.

Pursuant to the above criteria, such terminal pay shall include payment for unused sick leave and annual leave upon an administrator's separation from the District.

F.S. 1001.41, 1001.43, 1012.22, 1012.23, 1012.61
F.A.C. 6A-1.052

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