

CHAPTER 6.00 – PERSONNEL

Terminal Pay of Sick Leave

6.21

1. Introduction. A full-time employee shall be entitled to payment of accumulated sick leave at the time of termination of employment under the following criteria. To be entitled to terminal pay benefits, the employee shall have been under contract and shall not be under suspension from duty or have any charges pending which may result in dismissal from employment.
2. Rate of Payment. During the first twelve (12) years of continuous employment in St. Johns County, if terminated by death or retirement, such terminal pay shall not exceed an amount determined as follows:
 - (a) During the first three (3) years of service, 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, 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, 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, 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 (13th) year of service in St. Johns County, if terminated voluntarily, at death or at retirement, the daily rate of pay shall be multiplied by one hundred percent (100%) times the number of unused sick leave days.
3. Beneficiaries. When termination of employment is by the employee's death, any terminal pay may be paid to the employee's beneficiary as designated on an approved form on file with the District.
4. Terms of Payment. Terminal pay will be paid out as provided for in the tax deferral payment plan adopted by the School Board.

STATUTORY AUTHORITY: 1001.41; 1012.22; 1012.23, F.S.

LAWS IMPLEMENTED: 1001.43; 1012.61, F.S.

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RULE:

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