

APPENDIX F- SICK LEAVE BUY BACK

~~Any teacher with thirty (30) or more sick leave days accrued at the end of the 2009-2010 school year and who notifies the District in writing by May 1, 2010 on the appropriate form may cash in any or all sick days over a minimum accrual of four (4) days earned but not used during the 2009-2010 school year. For example, a teacher who is eligible and has a balance of ten (10) sick days at the end of the 2009-2010 school year may choose to cash in one or more of the six (6) days over the four (4) day minimum accrual. Payment will be made at the beginning of the 2011-2012 school year and will be calculated on a daily rate pursuant to section 22.12 of this collective bargaining agreement. This provision is for the 2009-2010 school year only.~~

Any employee with eleven (11) or more sick leave days accrued by the end of April of each year may cash in up to ten (10) days at 80% payout using the employee's current regular hourly rate of pay. A balance of at least ten (10) days must be left in the employee's sick leave balance after cash out. Employees must submit the request for sick leave payout with a District provided process by May 31st of each year with payout of the requested days in the end of June paycheck.

For example, if an employee has eleven (11) days of sick leave, they may cash out one (1) day at 80% payout, with a remaining balance of ten (10) days of sick leave.