

Conversion of Sick Leave Upon Retirement or Death

- A. Sick leave shall mean leave granted to an employee for the purpose of absence from work with pay in the event of illness and/or injury, as provided by applicable district policy, collective bargaining agreement, or board of directors' action.
- B. A vested out-of-service employee who terminates employment but leaves funds on de-posit with a state retirement system shall not be considered to have retired or to be an eligible employee for the purposes of this policy.
- C. The term full-time daily rate of compensation shall mean the salary of an employee or classification of employees for each full day of employment exclusive of supplemental pay such as co-curricular pay, overtime pay, standby pay and premium pay, and exclusive of fringe benefits such as health insurance premiums and other forms of insurance premiums.
- D. All unused sick leave days that have been accumulated by an eligible employee at a rate of accumulation no greater than one full day per month of employment (12 days per year maximum), less sick leave days previously converted pursuant to Policy 5326 and those credited as service rendered for retirement purposes, may be converted to monetary compensation upon the employee's termination of employment due to retirement or death.
- E. All sick leave days converted pursuant to this policy shall be deducted from an employee's accumulated sick leave balance.
- F. Compensation received pursuant to this policy shall not be used for the purpose of computing a retirement allowance under any public retirement system in Washington State.
- G. Payments due under this policy shall be deferred until September 1, 1981, with eight per-cent interest accruing from the date of retirement or death. Thereafter, said payments shall be made upon retirement or death without interest.