

# OLDHAM COUNTY BOARD OF EDUCATION POLICY

## RETIREMENT OR DEATH OF EMPLOYEE

5070

*References: KRS 161.720; KRS 161.155; 29 USC SS 623(f)(2) and 631 (a), Age discrimination and Employment Act*

### ACCUMULATED SICK LEAVE BENEFIT AT RETIREMENT

#### 1. Kentucky Teacher Retirement System Members

Certified or classified employees who qualify for and execute the option under the Kentucky Teachers Retirement System (KTRS) shall be compensated for unused sick days at the rate of thirty (30%) percent of the daily rate of their last year's salary. When a KTRS member employee dies prior to retirement, the District will compensate the employee's beneficiary for unused sick days at the rate of thirty percent (30%) of the employee's daily rate at the time of death.

#### 2. County Employee Retirement System Members

Classified employees who became CERS participating members prior to September 1, 2008 who qualify for state retirement shall be granted service credit for accumulated sick leave upon retirement according to the standard plan as specified by the Kentucky Retirement Systems. The Board shall make a payment to the County Employee Retirement System for such accumulated sick leave based on the member's salary and accumulated sick leave at the time of retirement pursuant to the provisions of KRS 161.155.

Classified employees who became CERS participating members on or after September 1, 2008, but prior to January 1, 2014, who qualify for state retirement shall be granted service credit for accumulated sick leave upon retirement according to the standard plan as specified by the Kentucky Retirement Systems. The Board shall make a payment to the County Employee Retirement System (CERS) for such accumulated sick leave based on the member's salary and accumulated sick leave at the time of retirement pursuant to the provisions of KRS 161.155.

Classified employees who became CERS participating members on or after January 1, 2014, who qualify for state retirement shall be compensated for unused sick days at the rate of thirty percent (30%) of the daily rate of their last year's salary, and shall not receive service credit for accumulated sick leave upon retirement. When a CERS member employee dies prior to retirement, the District will compensate the employee's beneficiary for unused sick days at the rate of thirty percent (30%) of the employee's daily rate at the time of death.

#### 3. Maximum Number of Sick Days Recognized by the Board of Education:

For a teacher or employee who begins employment with a local school district on or after July 1, 2008, the maximum number of unused sick leave days recognized by the Board in calculating the payment of compensation to the teacher or employee under this subsection shall not exceed three hundred (300) days.