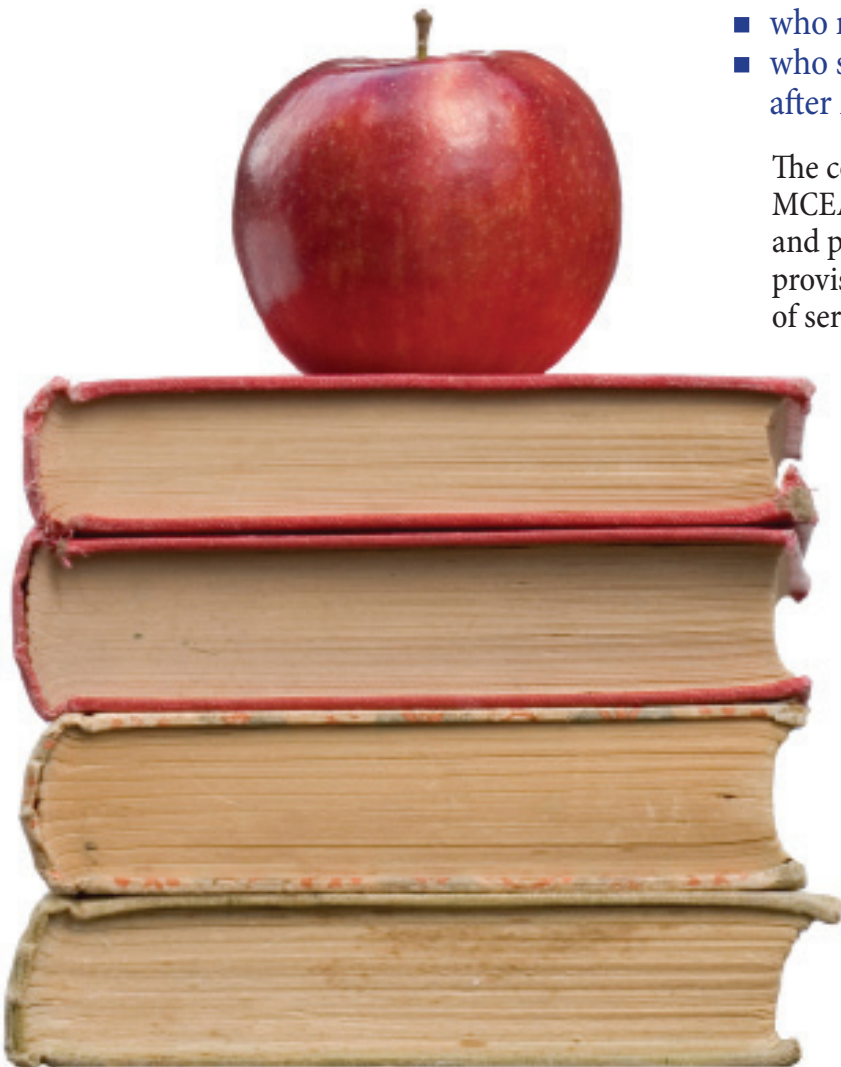


# Sick Leave Payoff at Retirement or Termination for MCEA Members

*The MCEA/MCPS contract includes a provision for teachers to receive a **35 percent payment of accumulated earned sick leave\***, rather than the standard 20 percent payment, under certain conditions.*



## ELIGIBILITY

Any MCEA unit member who has worked at least five full school years and is either terminating at the end of the school year or retiring as of July 1 is eligible.

You must submit all of your retirement or termination forms to the appropriate office by **April 1.\*\***

You can retire or terminate at any time during the year, but you will receive only 20 percent of your sick leave, even if you have worked 30 years or more. When considering retirement or termination, please remember the following:

### *35 percent sick leave payoff for those*

- with at least five years of continuous service,
- who retire or terminate on July 1, and
- who submit final retirement/termination forms to ERSC by April 1.\*\*

### *20 percent sick leave payoff for those*

- with at least five years of continuous service,
- who retire or terminate after July 1, or
- who submit their retirement/termination forms after April 1.\*\*

The contract provision was negotiated by MCPS and MCEA to provide advance notice for school support and planning for the upcoming academic year. The provision gives MCEA members with at least five years of service the opportunity to receive a higher payment for their accumulated earned sick leave.

Additional information is available on the ERSC website or by attending or viewing an MCPS-sponsored Retirement Informational Session/Webinar. Session dates and recorded webinars are available on the ERSC website.

*\* Sick leave transferred from another employer will not be paid out by MCPS at retirement/termination.*

*\*\* If April 1 falls on a weekend, your retirement/termination forms must be submitted no later than the last business day prior to April 1.*

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