

## **SICK LEAVE BUY BACK TEACHERS/INSTRUCTIONAL EMPLOYEES**

As a result of excellent attendance during the school year, you may be eligible to "buy back" some of your unused sick leave as determined in [Article 21](#) of the Collective Bargaining Agreement between the Broward Teachers Union (BTU) and The School Board of Broward County, Florida (SBBC).

In order to qualify for this extra pay, a teacher must meet the following criteria:

1. You must not use more than two (2) days of sick leave during the 2007-2008 school year. **Under the provisions of this contract, a personal reasons leave day and sick leave day are exactly the same.** In other words, if you use three (3) days of personal reasons leave and no days of sick leave, you do not qualify for the reward.
2. You must have a minimum of twenty-five (25) days accumulated sick leave remaining **AFTER** the payment for unused sick leave.

According to the terms of the contract, the benefits that most teachers are eligible to receive are:

1. Perfect Attendance - Buy back ten (10) days of pay times 80 percent of your daily rate, minus applicable taxes.
2. One (1) day of sick leave used - Buy back nine (9) days of pay times 80 percent of your daily rate, minus applicable taxes.
3. Two (2) days of sick leave used - Buy back eight (8) days of pay times 80 percent of your daily rate, minus applicable taxes.

The number of days, which you "buy back", shall be deducted from your accumulated sick leave balance.