

**-CERTIFIED PERSONNEL-****Retirement****DEFINITION**

Retirement means retirement from the Teachers' Retirement System (TRS).

**NOTICE**

Employees planning to retire should give the Executive Director notice as far in advance as possible, but not less than twenty (20) working days prior to retirement for certified and non-certified staff.

**RESPONSIBILITY**

Retirement benefits shall be solely a matter of contract between the employee and the Teachers' Retirement System and shall not be the responsibility of NKCES, except that NKCES shall deduct and send to the Teachers' Retirement System those amounts required under Kentucky law.

**UNUSED SICK DAYS**

Provided an individual has been employed by NKCES for at least four (4) consecutive years prior to retirement., NKCES shall compensate eligible certified employees only upon initial retirement for 30% of unused sick leave days **accumulated as an employee** at the rate of their current daily salary. For personnel who begin employment in a position covered by TRS on or after July 1, 2008, unused sick leave days to be recognized in calculating reimbursement under [KRS 161.155](#) shall not exceed 300 days. For personnel who become members of the Teachers' Retirement System on or after January 1, 2022, payment for unused sick leave days shall not be incorporated into the annual compensation used to calculate the retirement allowance in the foundational benefit but may be deposited into the member's supplemental benefit component.<sup>1</sup>

NKCES shall provide compensation for unused sick leave days when the employee provides proof s/he qualifies as an annuitant who will receive a retirement or disability allowance from the Teachers' Retirement System. Upon death of an employee in active contributing status who was eligible to retire by reason of service, NKCES shall compensate the estate of the employee.

**ESCROW ACCOUNT**

NKCES has created an escrow account to maintain the funds necessary to reimburse employees who qualify for the benefit. At least 50% of each year's maximum liability shall be included as a line item in the General Fund Budget.

**REFERENCES:**

<sup>1</sup>[KRS 161.155](#)  
[KRS 157.420](#); [KRS 161.220](#)  
[KRS 161.540](#); [KRS 161.545](#)  
[KRS 161.560](#); [KRS 161.600](#)  
[KRS 161.633](#); [KRS 161.635](#)  
[OAG 81-1](#); [OAG 83-191](#); [OAG 97-28](#)  
29 U.S.C. 631

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