



FLOYD COUNTY BOARD OF EDUCATION  
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William Newsome, Jr., Board Chair - District 3  
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Dr. Chandra Varia, Member- District 2  
Keith Smallwood, Member - District 4  
Steve Slone, Member - District 5

**Consent Agenda Item (Action Item):** Consider to approve the revised retirement policy for certified staff.

**Applicable State or Regulations:** Policy 03.175

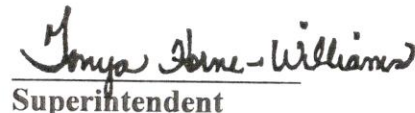
**Fiscal/Budgetary Impact:** The revised policy for sick day compensation will allow eligible retired employees who are under a retirement waiver to receive sick day pay for unused sick days. The board will be responsible for funding and payments will be based on current salary.

**History/Background:** The Board shall compensate certified employees upon initial retirement, or their estate and employees retiring from a return to work waiver for each unused sick day at the rate of 30% of the daily salary. This calculation is based on the employee's last annual salary. For personnel who begin employment with a local school district 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.1

**Recommended Action:** Consider to approve the revision of the retirement policy 03.175 for certified staff.

**Contact Person(s):**

  
Director

  
Superintendent

**Date:**  
November 6, 2025

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

Retirement means retirement as determined by Teachers' Retirement System guidelines.

**NOTICE**

Persons retiring should give the Superintendent notice as far in advance as possible but not less than two (2) weeks prior to retirement.

**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 the Board except that the Board shall deduct and send to the Teachers' Retirement System, in the manner prescribed, those amounts required under law.

**UNUSED SICK DAYS**

The Board shall compensate certified employees upon initial retirement, or their estate **and employees retiring from a return to work waiver** for each unused sick day at the rate of 30% of the daily salary. This calculation is based on the employee's last annual salary. For personnel who begin employment with a local school district 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>

The District 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, the District shall compensate the estate of the employee.

**ESCROW ACCOUNT**

The Board shall create an escrow account to maintain the funds necessary to reimburse employees who qualify for the retirement benefit.

**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

Adopted/Amended: 7/26/2021

Order #: 19873