

Personnel Management and Services
Dr. Magaly C. Abrahante, Chief Personnel Officer

SUBJECT: REQUEST FOR AUTHORIZATION TO ENTER INTO A RECIPROCAL AGREEMENT BETWEEN MIAMI-DADE COUNTY PUBLIC SCHOOLS AND FLORIDA STATE UNIVERSITY FOR THE ACCEPTANCE AND TRANSFER OF UNUSED SICK LEAVE FOR FORMER EMPLOYEES OF BOTH ENTITIES

COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL SERVICES

Authorization is requested to enter into a Reciprocal Agreement between Miami-Dade County Public Schools (M-DCPS) and Florida State University (FSU) for the acceptance and transfer of unused sick leave for former employees of both entities, upon written request of the employee.

The Rules of the Department of Education Board of Regents, Chapter 6C-5.920, (9)(e), Benefits and Hours of Work, states "accrued sick leave from a governmental entity for Faculty and Administrative and Professional (A&P) employees shall transfer as provided in reciprocal agreements with other governmental entities." FSU will permit the transfer of unused sick leave for faculty members from another governmental entity if there is a written reciprocal agreement. FSU has established reciprocal agreements with governmental entities on an as needed basis. Currently, FSU has reciprocal agreements for the transfer of unused sick leave with Gadsden, Jefferson, and Leon County School Districts. In addition, School Board Rule 6Gx13- 4E-1.01, Absences and Leaves, A(2), states "...that days (sick) transferred from other employers within the Florida Retirement System shall be accrued at the same rate as the days accrued within The School Board of Miami-Dade County."

At this time, FSU has found good cause to request M-DCPS to enter into a reciprocal agreement to transfer unused sick leave as follows:

1. when an employee resigns from a faculty position with FSU to accept a position with Miami-Dade County Public Schools, unused sick leave up to a maximum of 480 hours or 60 days accrued while employed by FSU for which payment has not been received; and
2. when an employee resigns from a position with M-DCPS to accept a faculty position with FSU, unused sick leave up to a maximum of 480 hours or 60 days accrued while employed by M-DCPS for which payment has not been received.

This reciprocal agreement will not pertain to the transfer of annual or vacation leave credits and will be automatically renewed on an annual basis on its anniversary date, unless terminated by either party upon a 30 day written notice to the other party.

RECOMMENDED:

That The School Board of Miami-Dade County, Florida, authorize the Superintendent to enter into a reciprocal agreement between Miami-Dade County Public Schools and Florida State University for the acceptance and transfer of unused sick leave for former employees of both entities.

MCA:hh