

Dr. Marta Pérez, Board Member

**SUBJECT: SEVERANCE PACKAGES/TERMINAL PAY**

**COMMITTEE: INSTRUCTIONAL EXCELLENCE AND COMMUNITY ENGAGEMENT**

**LINK TO STRATEGIC FRAMEWORK: FINANCIAL EFFICIENCY/STABILITY**

The school district seeks efficiencies in its operations.

Because of the ability to accrue sick leave and cash-out at termination, some highly paid government officials leave office with what many consider overly generous severance/terminal pay packages. This practice is rare in private sectors. Some municipalities are amending this policy. We should review our policies to see if improvements are available at the school district as well.

Florida Statute 1012.65 - Terminal pay for accrued vacation leave - states “. . . terminal pay for accrued vacation leave may not exceed a maximum of 60 days of actual payment.”

Florida Statute 1012.61 – Sick leave - states “A district school board may establish policies to provide terminal pay for accumulated sick leave to instructional staff and educational support employees of the district school board . . . .”, and sets forth the guidelines for calculating the payment based upon length of service.

School Board Policies 1150 and 4150 mirror state statute.

This item directs the Superintendent to review our accrued sick leave termination payout practices and propose improvements, if necessary, which promote our goal of fiscal responsibility.

**ACTION PROPOSED BY  
DR. MARTA PÉREZ:**

That The School Board of Miami-Dade County, Florida direct the Superintendent to review our policy on provisions for terminal pay and make recommendations to the School Board for improvements that promote greater efficiencies.