

Payment of Unused Sick Leave Upon Retirement or Death While in Active Service

Alleghany County Public School (ACPS), Covington City Public School (CCPS), and Jackson River Technical Center (JRTC) employees shall carry forward all applicable accrued sick leave, personal leave, and annual leave as earned by the employee prior to consolidation of schools on July 1, 2022. All leave balances will be reflected on the employees pay stub and absence management system as applicable.

Upon retirement through the Virginia Retirement System (VRS) or death while in active service, AHPS employees shall be paid a rate of \$40 up to a maximum of 150 days.

Any unused "reserved" sick leave shall be paid at a rate of \$40 up to a maximum of 150 total accrued days. Previous Covington City Public School employees will be compensated based upon the last contracted salary in effect June 30, 2022 at the following rates if applicable:

Salary range up to \$55,000 - \$40.00 per day;
Salary range \$55,001-\$65,000 - \$43.00 per day; and
Salary range \$65,001 and up - \$48.00.

Eligible employees must have worked for five (5) years in the Alleghany County, Covington City, Jackson River Technical Center and/or Alleghany Highlands Public Schools immediately prior to VRS retirement and/or death.

Adopted: July 1, 2022
Amended: July 17, 2023