

SICK LEAVE BUY BACK BTU-ESP EMPLOYEES

As a result of excellent attendance during the school year, you may be eligible to "buy back" some of your unused sick leave as determined in [Article 12](#) of the Collective Bargaining Agreement between the Broward Teachers Union-Education Support Professionals (BTU-ESP) and The School Board of Broward County, Florida (SBBC).

In order to qualify for this extra pay, a BTU-ESP employee must meet the following criteria:

1. **For Non Year-Round Employees** – You must not have used more than two (2) days of sick leave during the school year. **Under the provisions of this contract, a personal reasons leave day and sick leave day are exactly the same.** In other words, if you used three (3) days of personal reasons leave and no days of sick leave, you do not qualify for the reward.
2. **For Year-Round Employees** – You must not have used more than three (3) days of sick leave during the school year. **Under the provisions of this contract, a personal reasons leave day and sick leave day are exactly the same.** In other words, if you used four (4) days of personal reasons leave and no days of sick leave, you do not qualify for the reward.
3. You must have a minimum of twenty-five (25) days accumulated sick leave remaining **AFTER** the payment for unused sick leave.
4. According to the terms of the contract, BTU-ESP employees are eligible to buy back up to eight (8) days of pay times 80 percent of your daily rate, minus applicable taxes.

The number of days, which you "buy back", shall be deducted from your accumulated sick leave balance.