Unused Sick Days for Service Credit Calculation Policy

As eligible employees of Literacy First Charter Schools are awarded up to a maximum of ten sick days per year, at retirement from Literacy First Charter Schools, any unused sick days accrued by eligible employees of Literacy First Charter Schools will be included into their CalSTRS or CalPERS service credit calculation. For example, if an eligible employee enrolled in CalSTRS or CalPERS worked for ten years at Literacy First Charter Schools and used ten total sick days over those ten years, he/she would have 90 days added to his/her CalSTRS or CalPERS service credit calculation. This policy applies to all Classic and PEPRA employees eligible and enrolled in either CalSTRS or CalPERS upon retirement from Literacy First Charter Schools.

At the time of hire, a new Literacy First Charter Schools employee may carry over up to ten unused sick days per year of employment at another California public institution for which this employee was eligible and enrolled in CalSTRS or CalPERS. For example, if a teacher worked for the Cajon Valley Union School District for ten years, was eligible and enrolled in CalSTRS, and had accrued 120 unused sick days, this employee can carry over 100 unused sick days to their employment at Literacy First Charter Schools which could be used as part of their service credit calculation upon retirement from Literacy First Charter Schools. (i.e. 100 unused sick days carried over upon employment by Literacy First Charter Schools plus 50 earned through employment by Literacy First Charter Schools minus 10 used while employed at Literacy First Charter Schools would equal 140 unused sick days to be used in service credit calculation upon retirement from Literacy First Charter Schools.)