

May 20, 2021

Board of Education
% Nick Highsmith
Welch Public Schools
707 Curtis
Welch, OK 74369

To Whom It May Concern,

I am requesting payment for my sick days and personal days that at the end of the school converted over to sick time. According to Welch Board Policy, I should be compensated \$40.00 per day for any unused sick leave remaining at the date of termination of employment not used for retirement purposes. Specifically, the policy states that *"Upon termination of employment an employee, or the employee's estate, shall be paid Forty Dollars (\$40.00) per day for any unused sick leave remaining at the date of termination of employment and are not used for retirement purposes. This compensation shall not be paid to any employee terminated following due process procedures but shall apply only to those employees who have retired, **resigned**, or whose contracts have been terminated due to the death of the employee."* Since I cannot use these sick leave days for retirement purposes and they will not transfer to my new school in Kansas, the policy requires the school to pay me for all of my unused sick leave days. Additionally, at the end of the year, my unused personal business leave automatically converts into unused sick leave and should be included in the calculation of unused sick leave days. When I met with Mona Stines, before my last day of work, she calculated all my days. I have 84.0174 remaining sick and personal days which convert over to sick as of May 14, for a total of \$3360.70.

Sincerely,



Hanna Haraughty