



- (1) Federal and state tax provisions allow non-profit educational institutions and public employers to offer voluntary retirement savings plans (403(b) or 457 p

being are important priorities in helping the university community enjoy a better quality of

(H) Sick leave payout.

- (1) Payout upon retirement. Classified non-bargaining staff members who, at the time of service retirement or disability retirement, have ten or more years of service with Cleveland State University and any other Ohio public employer shall be compensated in an amount not to exceed one-fourth the value of accrued but unused sick leave credit up to two hundred and forty hours based on their rate of hourly pay at the time of retirement. Requests for payout must be made prior to the employee's last day worked.
- (2) Payout upon death: In the event of death, the university shall pay out one-fourth the value of accrued but unused sick leave credit up to two hundred and forty hours based on the employee's hourly rate of pay at the time of death.
- (3) Maximum payout and cancellation of credit: The maximum sick leave payout upon retirement, disability, or death shall be one quarter of the unused sick leave balance up to two hundred and forty hours. Payment for sick leave under this policy reduces the employee's sick leave credit balan