

## **6Hx19-2.64 SEVERENCE PAY – REDUCTION IN FORCE**

This Board Policy establishes guidelines for severance pay when executing reductions in workforce.

The District Board of Trustees (DBoT) authorizes employees affected by a reduction in force to receive severance compensation calculated at their current rate of pay based upon their length of service with the College. Employees with less than three (3) years of service at the College will receive two (2) weeks of pay. Those employees with at least three (3), but less than five (5), years of service will receive four (4) weeks of pay. Those employees with five (5) or more years of service will receive six (6) weeks of pay. Accrued vacation leave will be paid with the final paycheck in accordance with the Board Policy. The College will also pay the premium for the employee's individual group health insurance coverage under the provisions of COBRA for a period of three (3) months. (This insurance benefit is not convertible to a cash equivalent.)

Rule Initially Adopted: 5/21/02

Revision Dates: 5/21/02; 9/29/08; 5/19/26; 6/16/26

Legal Authority:

General Authority: FS: 1001.64; 1001.65

Other References: FAC: 6A-14.0411 (5)

Law Implemented: FS: 1001.64(1)(2)(4)(5)(6)(18)(43)(44);  
1001.65(1)(3)(6)(12)(16)(23)