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Service credit

Service credit is the accumulated period of time, in years and partial years, during which you receive creditable compensation and make contributions to the Defined Benefit Program. In addition to credit for actual service, you may receive service credit for creditable compensation for certain employer-approved leaves of absence. Service credit may also be purchased under certain circumstances.

COVID-19 related school closures and service credit

Calculating service credit

Performing additional service

Converting unused sick leave to service credit

At service retirement, CalSTRS will convert your unused sick leave to additional service credit using the information submitted by your most recent employer. If you change employers during your career, coordinate with your former employer to arrange for the transfer of your accumulated unused sick

leave to your new employer in order to ensure that the correct amount of unused sick leave can be converted at retirement.

CalSTRS will accept unused sick leave information from each of your employers during the last school year in which you earned creditable compensation.

Sick leave credit is calculated by dividing the number of accumulated unused sick leave days, as certified by your last employer, by the number of base days, which exclude school and legal holidays and equal the number of days your employer requires your class of employees to perform in a school year for full-time service during your final year of creditable service.

For employees whose sick leave is tracked in hours, your last employer converts your accumulated unused sick leave hours to days before reporting them to CalSTRS.

Your employer determines your unused sick leave days by dividing your accumulated hours of unused sick leave by the number of hours of creditable service required to be performed in a day in that position on a full-time basis, with a **required minimum of at least six hours per day used in the calculation.**

Accumulated days of unused sick leave ÷ Number of base days for full-time service* = Service credit granted

*The base days cannot be fewer than 175 days.

Sick leave service credit cannot be used to meet eligibility requirements for service retirement; however, for CalSTRS 2% at 60 members, up to two-tenths of one year of unused sick leave may be used to qualify for:

- Career factor, which is given for 30 or more years of service.
- 25-year threshold for one-year final compensation.
- Longevity bonus, if you qualified for the longevity bonus on or before December 31, 2010.

For CalSTRS 2% at 62 members: The career factor and one-year final compensation benefit enhancements are not available.

Example

Rick Jones has taught for 20 years. He has 750 hours of unused sick leave, and the base days for his last position equaled 182 days.

Rick's employer calculates:

- 750 unused sick leave hours ÷ 6 hours of creditable service performed in a day in that position on a full-time basis = 125 days of unused sick leave

CalSTRS calculates:

- $125 \text{ unused sick leave days} \div 182 \text{ base days} = 0.687 \text{ service credit for unused sick leave}$

This is added to Rick's 20 years of credited service for a total of 20.687 years service credit.

Purchasing service credit

CALSTRS ^(/)

Visit a member service center [\(/member-service-center-locations\)](#)

8 a.m. to 5 p.m.

Monday through Friday

800-228-5453



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