



# **Catastrophic Sick Leave Bank**

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Article XXVIII Section 13 Letter g

# Catastrophic



- Disastrous
- Fatal
- Life Threatening
- So serious in nature as to require extensive, long-term, expensive medical treatment

# Who can contribute & how many days can be contributed?

- Anyone can contribute.
- Only 1 day per year or whenever there is a request for days to be donated.
- Only earned sick leave days may be donated.
- Advanced sick leave may not be donated.

# Who can use the bank?


- All professional staff members may apply for the use of the donated sick leave days.
- The Association, on behalf of the staff member, may apply for the use of the donated sick leave days.

# Conditions to be met before being considered for award of sick leave bank days

- All accumulated sick leave days have been used.
- Advanced 5 days of sick leave have been used.
- Has been on unpaid leave for 5 consecutive work days.
- Has submitted a written application to the Superintendent stating the reason for the request along with physician's statement regarding the request.

# Who decides if the days will be awarded?

- The Superintendent & the Association President will meet regarding the request.
- Both must agree for the days to be awarded.

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- No recipient will be required to replace the awarded sick leave bank days.
  - If a member has qualified for STRS disability, they are not eligible to use the sick leave bank.

# Commonly Asked Questions

- Can I donate to a specific individual? **NO**, days can only be donated to the bank and awarded as previously described.
- Can I donate days to a family member who works in the district? **NO**, days can only be donated to the bank and awarded as previously described.

# Commonly Asked Questions

- A person in my building needs to be out of school a couple of times a month to take his child for medical treatments, and is quickly using up sick leave. Can I donate days to him? **NO**, you cannot donate to individuals. Also, because this is a catastrophic leave bank, requests are considered when the need is for something long-term, not for a few days at a time.
- Can days be used for maternity leave? **NO**. The birth of a child is a wonderful event, not a catastrophic illness. When planning to have a child, please check out the maternity leave policies to help you determine the number of sick leave days you will need in order to successfully manage your timeout of school.