

Sick leave

Article XVII

- A. Sick leave is interpreted as meaning leave with pay for sickness or accident, the nature of which incapacitates the beneficiary from performing the duties of this position, except where appearing in ARTICLE XVIII - TEMPORARY LEAVES OF ABSENCE
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- G. **“Sick Leave Bank.”** A Sick Leave Bank for the purpose of providing additional financial coverage after exhaustion of an employee’s annual and/or accumulated sick leave is established exclusively for the use of the members of this bargaining unit.

The Sick Bank provides financial assistance only to an employee faced with a debilitating and catastrophic illness or disease. The employee is also required to submit medical documentation at the time of application to the Sick Leave Bank Committee. The Sick Bank will not provide financial assistance for rehabilitation periods or voluntary medical conditions or procedures. New members of the bargaining unit will be assessed one (1) day of their annual and/or accumulated sick leave as of the date they enter the unit. Said days will be “deposited” in the Bank. Unused days in the Bank will carry over from year to year. When the number of days in the Bank reach the level of two hundred (200) days or less, each employee in the bargaining unit will be assessed one (1) day of his or her annual and/or accumulated sick leave as of the first day of the next calendar month. Said days will be “deposited” in the Bank. In the event an employee has no accumulated and/or annual sick leave at the time of said assessment, that teacher will be assessed the amount of days owed to the Bank on the following November 1. **Subject to the provisions of this Article each employee may, following a ten (10) school days waiting period, be granted by the Bank Committee up to thirty (30) school days from the Bank. If days are granted, the employee cannot apply again until two (2) years from the last issued Bank day. If days are granted, they will also**

apply retroactively to the days within the waiting period which meet the definition of Bank days as defined in paragraph one of this Article.

The Sick Leave Bank Committee made up of three (3) appointees of the Association will administer the Sick Leave Bank. The Sick Leave Bank Committee shall have the power to establish procedural and functional guidelines for the operation of the Sick Leave Bank consistent with this Article. All decisions by the Sick Leave Bank Committee will be by two (2) affirmative votes and all decisions by the Sick Leave Bank Committee will be final and binding and not subject to grievance and/or arbitration. All employees will contribute to the Sick Bank and the use of these days is a privilege, not a right.