

Teachers Sick Leave Bank Agreement

In accordance with Article XIV-Sick Leave of the NAFT Teachers Unit bargaining agreement effective September 1, 2019 to August 31, 2022:

A Sick Leave Bank shall be established by members of the bargaining unit each voluntarily contributing one (1) day of their sick leave days for use by a participating member whose sick leave is exhausted through prolonged illness. (A prolonged illness shall be one which has caused or will cause absence of fifteen (15) consecutive days). Personal days must be used by the participating member before being eligible to draw upon the Sick Leave Bank. The Sick Leave Bank shall accumulate to a number of days equal to the number of members of the bargaining unit. Deadline to contribute a day to the Bank shall be October 1 of each year. At the end of each year the remaining days in the Bank shall be carried forward to the following year.

1. To be eligible for Sick Leave Bank days the applicant must be a member of the bargaining unit and the Sick Leave Bank.
2. A dated and signed (physical, stamped, or electronic) doctor's certificate shall be required in each instance that an applicant seeks access to the Sick Leave Bank, including application for extended benefits.
3. The initial grant of days from the Sick Leave Bank will cover up to twenty-five (25) working days of any one prolonged illness. Consideration will be given for additional days beyond the twenty-five (25) in event that the prolonged illness continues. In no instance shall the applicant receive more than fifty (50) days in one contract year.
4. If the Sick Leave Bank is exhausted, it will be replenished by one additional day of sick leave from each participating member.

Whereas there shall be no limit on the number of participating members who may access the Sick Leave Bank in a contract year, the contribution to the Sick Leave bank by participating members in that contract year shall be limited to two (2) days.

5. The Sick Leave Bank will be administered by a Sick Leave Bank Committee comprised of four (4) members: One (1) School Committee member; The Superintendent of Schools, two (2) teachers appointed by Local 4292.
6. The decision of the Sick Leave Bank Committee with respect to eligibility and entitlement shall be final and binding and not subject to appeal.
7. No days may be withdrawn from the Sick Leave Bank for use for other than prolonged illness. Days may not be withdrawn to permit the individual to be absent to care for other members of the applicant's family.
8. Application for benefits shall be in writing in the form of a letter to the Superintendent of Schools accompanied by a doctor's certificate as to the illness and the anticipated extent of recovery time from illness.
9. The process of signing new employees into the Sick Leave Bank will be handled by the Superintendent's Office.
10. The Sick Leave Bank committee shall develop internal policies including the restriction to access Sick Leave Bank time for "normal pregnancy leave".

Please sign below to accept or decline participation in the Sick Leave Bank.

I agree to have one sick leave day deducted from my account and entered into the Teachers Sick Leave Bank, thus making me a member and entitling me to any and all provisions.

Accept: _____ Decline: _____

Print Name _____

Signature _____

Date _____

G: FMLA; Sick Bank