

As set forth in the current year's negotiated agreement, a sick leave bank has been established. The purpose of the sick leave bank is to provide an additional benefit to employees to extend sick leave benefits to those employees who have used all of their sick leave and emergency leave as provided for by the negotiated agreement and state law.

In case of a catastrophic illness of the employee, a household member or relative as defined below, an employee may request additional days from the bargaining unit. The request will be referred to the Association president and presented to the superintendent. Upon approval, certified employees will be notified of the specific need to donate days to the employee in need.

Employees will have two weeks to notify the central office of their desire to contribute days. District employees may volunteer days to be subtracted from their sick leave and added to that of the employee in need. These donated days will be deducted from the volunteers' sick leave accumulation.

Contributing employees must have at least ten days accumulated before being allowed to contribute. Donations will be kept anonymous if so desired. Donated days may not be accumulated for use in future events of need by the affected employee and may not be forwarded to the next contract year if left unused. Unused days will be returned to the donors through an equitable procedure.

As used in this section:

- "Relative of the employee" means a spouse, child, stepchild, grandchild, grandparent, stepparent or parent of the employee;
- "Household members" means those persons who reside in the same home, who have reciprocal duties to aid and do provide financial support for one another. This term shall include foster children and legal wards even if they do not live in the household. The term does not include persons sharing the same general house, when the living style is primarily that of a dormitory or commune;

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- “Severe” or “extraordinary” means serious, extreme or life-threatening including temporary disability resulting from pregnancy, miscarriage, childbirth and recovery there from; and
- “District employee” means a teacher or any full-time employee of the school district.

Approved: February 7, 2011

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Board Clerk

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Board President