

Sick Leave Bank Committee Organization

Chairperson:

Nancy DeMarco

Members:

Karen Majcher

Tina Gambino

Michael Popek

Daniel Pulinski

1. Limited to bargaining unit members.
2. Those wishing to join Sick Bank must be newly tenured teachers/staff.
3. Only contributing members may use the Sick Bank.
4. Upon entry, contribution to Sick Bank for newly tenured staff is three (3) sick days. When the Sick Bank drops below 1000 days, one sick day will be required of all members.
5. Committee to administer Sick Bank will be chosen from membership by the Lackawanna Teachers Federation President and will reflect at least one member from each building from the school district. The President of the Union to be an ex-officio, non-voting member. Total membership to equal five (5) members.
6. Days accumulated by bargaining unit members, whether Sick Bank members or not, over and above the contractual limit, automatically accrue to the Sick Bank with permission as of September 1st of each year.
7. Days accumulated by bargaining unit members whether Sick Bank members or not, who resign, die in service, or leave employment with district automatically accrue to the Sick Bank immediately upon their resignation, termination, or death.

Mechanics of Distribution

1. Must use own sick days first.
2. There is a five (5) day waiting period prior to application. This cannot be waived. This five-day period may include the last five days of the accumulated sick days. The sick bank member will be entitled to keep three (3) of their five days as “buffer sick days” based on a scale listed below. Sick bank member with less than 5 days will be unable to keep any “buffer sick days.”
Grants given in September, October, and November will be entitled to three [3] buffer days. Grants give in December, January, February and March will be entitled to two [2] buffer days. Grants given in April, May and June will be entitled to one [1] buffer day.
3. Receipt of compensation disallows use of sick bank.
4. Days are granted in needed increments up to 30.
5. Grants are given for medical illness, accidents, incapacitation, or emergency surgeries. Any medical surgery deemed elective will not be considered by the Sick Bank Committee.
6. Maximum number of lifetime usage from bank is 180 days. Any member who exhausts 180 days will be dropped from membership. Grants will be issued based on a tiered system.

If you have 3-5 years in district [by date of hire], you are eligible for grant(s) totaling no more than thirty [30] days.

If you have 6-9 years of service in district [by date of hire], you are eligible for grants totaling no more than [60 days].

If you have 10-14 years of service in district [by date of hire], you are eligible for grants totaling no more than [90 days].

If you have 15-19 years of service in district [by date of hire], you are eligible for grants totaling no more than [120 days].

If you have 20 plus years of service in district [by date of hire], you are eligible for grants totaling no more than [180 days].

One hundred eighty days is your career lifetime maximum with no exceptions.

7. Medical certificate by your physician is necessary at each application. This shall include an indication of length of time physician feels is necessary for recovery of member.
8. Upon each application to the Sick Bank, the Committee may require a second opinion by a Sick Bank retained physician. Funds to be provided by the LTF Federation.
9. Those members with fifteen (15) years or more of service to the school district may be granted a one time only block of days by the Lackawanna Board of Education (BOE). The sick bank member MUST be in need of 15 days or more prior to applying to the BOE. See School Policy "Extended Sick Leave" for further details. The BOE granted sick days must be utilized prior to application to the Sick Bank.
10. Repayment of borrowed sick days form the bank must be made on the basis of one (1) day for every ten (10) days borrowed, not to exceed six (6) days in a calendar year. Repayment days will be made by September 30th of the following school year.
11. Non-Repayment by September 30th automatically eliminates one from future Sick Bank use.
12. Members who wish to withdraw from the Sick Bank may do so; however, days contributed to the Bank may not be withdrawn.

_____ I agree to the above rules/ stipulations and wish to become /remain a member of the LTF Sick Bank. (circle one)

_____ I do not wish to become/ remain a member of the LTF Sick Bank. (circle one)

*One's signature constitutes permission for initial deduction of three (3) sick days and subsequent deductions as necessary, when determined by the Committee, and transfer of the same to the Bank.

Signature and Date