

Current Sick-Leave Bank

Eligibility

- All employees who earn sick leave are eligible to join
- Employee must contribute day(s) to become a member of the bank

Administration

- Sick leave bank board (11 members) approves/denies request

Program

- For eligible employees only
- For catastrophic/prolonged illness or accidents
- Member must use all accumulated leave (sick, personal, annual)
- Member must be out of work for 20 or more workdays
- No reimbursement from the bank for the first 30 workdays of absences

Benefit

- Maximum annual (July 1 – June 30) award of 70 days
- Maximum award of 70 days for any single catastrophic/prolonged illness or accident
- Member receives the equivalent of 2/3 of their daily pay rate

Cost

- Number of members who were awarded days in 2017-18: 56
- Number of days awarded in 2017-18: 1,980
- Total cost of awarded days: \$296,252
- If we estimate substitute costs, it would be an additional \$170,518

Revised Sick Leave Bank

Eligibility

- All employees who earn sick leave are eligible to join
- Employee must contribute day(s) to become a member of the bank

Administration

- Sick leave bank board (~~44~~ 7 members) approves/denies request

Program

- For eligible employees only
- For catastrophic/prolonged illness or accidents
- Member must use all accumulated leave (sick, personal, annual)
- Member must be out of work for 20 or more workdays
- ~~No reimbursement from the bank for the first 30 workdays of absences~~

Benefit

- ~~Maximum annual (July 1 – June 30) award of 70 days~~
- ~~Maximum award of 70 days for any single catastrophic/prolonged illness or accident~~
- Board may not award more than 30 days per request. Member may apply for additional days up to 30 per request with a maximum of 90 days
- Maximum days awarded during the member's employment with the District is 90 days
- Member receives the equivalent of 100% of their daily pay rate

Cost

- Number of employees who were awarded days in 2017-18: 56
- Number of days awarded in 2017-18: 1,980
- Total cost of awarded days: ~~\$296,252~~ \$444,378
- If we estimate substitute costs, it would be an additional \$170,518

The following would be in ADDITION to the Proposed Revised Sick Leave Bank Program

New” Shared Leave Program

Eligibility

- All employees who earn sick leave are eligible

Administration

- Chief Human Resources Officer or designee

Program

- For eligible employees and immediate family members
- For catastrophic/prolonged illness or accidents
- Employee must use all accumulated leave (sick, personal, annual)
- Employee must refrain from the solicitation of a leave donation(s)
- Donor may contribute sick leave equal to an amount that could be earned in one year or up to 20% of the donor's accumulated leave, whichever is greater
- Donor's sick leave may not be reduced below 15 days
- All donated days must be in whole units
- Donor may not receive compensation in any form in exchange for donated leave
- Donated leave will be accepted and applied only in the current year

Benefit

- Employee receives the equivalent of 100% of their daily pay rate

Cost

No data exists to determine the impact of adding immediate family members or the donation of leave.