

ARTICLE VIII - SICK LEAVE BANK

- I. It shall be the policy of the Southwick-Tolland-Granville Regional School Committee to establish a Sick Leave Bank, the purpose of which shall be to enable the members of the bargaining unit covered by the current working agreement between the Southwick-Tolland-Granville Regional School Committee and the Southwick-Tolland-Granville Education Association to voluntarily contribute a portion of their sick leave accumulation for use by a participating member whose sick leave accumulation is exhausted through prolonged illness.
2. Eligibility for membership in the Sick Leave Bank is gained by:
 - a. Agreement by an applicant to contribute one earned sick leave day to the bank. This agreement must be in written form.
 - b. Application for membership is through the Southwick-Tolland-Granville Education Association Sick Leave Bank Committee via the President of the Association.
 - c. The initial list of participating members shall be posted not later than thirty (30) days after the implementation of the Sick Leave Bank, and a supplementary list will be posted as required.
 - d. Applications for membership to the Sick Leave Bank may be made upon completion of thirty (30) working days.
 - e. A participating member is one who has contributed an earned day, and remains a member until such time as the Bank is depleted.
 - f. Payments from the Sick Leave Bank are made on a teaching workday basis.
 - g. The bank will be considered depleted if its number of days on deposit goes down to one-third ($1/3$) of the number of participants. Then all participants will be assessed an additional day.
 - h. Anyone using sick days from the bank should make every effort to pay back to the bank the days they have taken. Arrangements for repayment shall be made through the Sick Leave Bank Committee.
2. The Sick Leave Bank Committee shall consist of-
 - b. One member of the Southwick-Tolland-Granville Regional School Committee;
 - c. Two (2) Southwick-Tolland-Granville Education Association members chosen by the Association;
 - d. The President of the Southwick-Tolland-Granville Education Association;

- e. The Superintendent of Schools and one (1) additional member chosen by the Superintendent of Schools.
3. The duties of the Sick Leave Bank Committee shall be as follows:
- b. To govern all phases of the Sick Leave Bank, including the option to accept or reject an application for sick leave.
 - c. Receipt of days from the Sick Leave Bank requires a majority vote (i.e., four (4) affirmative votes) of the Sick Leave Bank Committee.
 - d. The decision of the Sick Leave Bank Committee will be final and binding and not subject to the grievance procedure.
 - e. A review of long-term cases will be in order after each thirty (30) day withdrawal, and an attending physician's statement must be forwarded to the Sick Leave Bank Committee by the attending physician.
4. The benefits of the Sick Leave Bank are as follows:
- b. Participants must exhaust all accrued sick days before drawing from the Sick Leave Bank.
 - c. Application to the Sick Leave Bank Committee may be made prior to expiration of sick days, including certification by a physician, to expedite benefits;
 - d. A maximum benefit of one full year, 184 days, of sick leave may be drawn from the Sick Leave Bank. Sick days are defined as teaching days excluding holidays and vacations.
2. TOTAL DISABILITY - A member shall be considered totally disabled only while he/she satisfies both of the following conditions: (1) he/she shall not be engaged in his/her or any other gainful occupation, and (2) he/she must be completely unable, due to sickness or bodily injury or both, to engage in any and every gainful occupation for which he/she is reasonably fitted by education, training, or experience.

SICK LEAVE BANK APPLICATION FORM

Applicants Name:

Department/Position:

School:

I hereby apply to participate in the Sick Leave Bank as established by the School Committee in September 1973.

As part of my acceptance, I agree to contribute to the Sick Leave Bank one earned sick leave day from my accrued sick leave.

Further, I accept all the conditions specified in the Southwick-Tolland-Granville Regional School Committee and Southwick-Tolland-Granville Education Association's Sick Leave Bank Policy.

SIGNATURE OF APPLICANT

DATE