

**PARK COUNTY SCHOOL DISTRICT #6
BOARD OF EDUCATION POLICY**

CODE: GCCAAA: PM

SICK LEAVE BANK - CERTIFIED PERSONNEL

A sick leave bank will be established and maintained for all district certified staff members. Participation shall be on a voluntary basis with employees who wish to participate initially contributing two days of unused sick leave to the bank. Employees may join during the first thirty (30) days of each school year, by contributing two days of their sick leave. When days in the bank drop to a balance of fifty (50) days, those members wishing to continue in the bank will be required to contribute one additional day on the appropriate authorization form. The ending balance of sick days for the school year will carry over to the following year.

PURPOSE: The Sick Leave Bank is established to provide paid sick leave days for Sick Leave Bank members who have exhausted all other leave available to them, which includes sick leave, personal leave, docked personal leave and vacation days. The provision of Sick Leave Bank days to a Sick Leave Bank participant is intended to provide assistance to employees with emergency or catastrophic illness leave needs. Therefore, the Participatory Management Council will consider requests for Sick Leave Bank days within the following parameters: emergency surgeries or non-elective surgeries, emergency bed rest, serious debilitating disease, terminal illnesses, severe accidents or extreme severe illness, emergency, or severe injury of a family member when no other attending family member is available for assistance. The Sick Leave Bank days are not intended to cover elective surgeries, normal illnesses such as flu or respiratory issues, doctor visits, normal or caesarian childbirth, post-child birth, elective post-operative recovery, or other common and ordinary uses for employee sick leave.

The following guidelines will be followed in administering this program:

1. Only employees contributing to the bank will be eligible to request use of days from the bank.
2. Days donated to sick bank will be deducted from the individual's available sick days.
3. Days contributed to the sick leave bank cannot be subsequently refunded. An employee's rights to the sick leave bank are discontinued upon termination of employment. An employee who is rehired may rejoin the sick leave bank, on a voluntary basis, by contributing two more days of their sick leave during the first thirty (30) days of the re-employment.
4. The sick leave bank may be used for personal illness and/or illness or death in the family as outlined above in the sick leave bank purpose.
5. The sick leave bank will be administered by the Certified Participatory Management Council.
6. The sick leave bank committee shall review each case independently. The committee shall make reasonable rules for the implementation of the bank; provided, said rules shall not be contrary to, or in conflict with, this article or district policies.
7. An employee wishing to request days from the sick leave bank shall submit an authorized written request form to the Superintendent's secretary. The request may be made by another member of the family and/or an administrator. A doctor's statement must be submitted, in the case of illness, to the committee, along with the request for withdrawal of days from the sick leave bank. The committee has the right to require a second doctor's opinion, at district expense, in warranted cases.
8. The committee shall only accept applications for two (2) or more consecutive days with a maximum of twenty (20) days per application, not to exceed one hundred (100) days per year.
9. Requests will be approved or denied by committee majority rule.

In the event you are facing a long-term medical-related absence, please refer to Policy GCCAB-R – Family and Medical Leave Act (FMLA).

Adopted: 8/29/95
Revised: 5/19/99
Revised: 12/16/03
Revised: 7/18/07