

Sick Leave Pool Overview

A Sick Leave Pool has been established in accordance with Article 18-11 of the Collective Bargaining Agreement. Suggested and promoted by members, the CCEA Negotiations Team bargained with the school district to create the Sick Leave Pool giving teachers with catastrophic illness or injury access to additional sick leave days above those they have accrued.

Enrollment in the Sick Leave Pool is voluntary. The open enrollment periods are September 1 through September 30 and May 1 through May 31 of each school year. It is open to any teacher who has accrued six days of unused sick leave as of September 1. You need only enroll in the Pool once in a lifetime. If you are not sure if you have previously joined the Pool, please call CCEA at 733-3063 and we will check your status. One sick leave day is deducted from each teacher who joins the Pool. Days donated to the Sick Leave Pool are non-refundable.

Teachers with a catastrophic illness or injury who have enrolled in the Pool can apply to the Sick Leave Pool Committee for days once their own sick and personal leave is exhausted. The Pool is only accessible when the enrolled teacher has a catastrophic illness or injury. Immediate family members are not covered under this provision. Lifetime usage of the Pool is limited to 100 days maximum per person. Teachers must be Sick Leave Pool members for at least thirty (30) days prior to use of the Pool. Examples of catastrophic diagnosis may include but are not limited to AIDS, cancer, cerebral palsy, spinal cord injury or stroke.

The Committee meets monthly. In order for an application to be considered, the two applications – one to be completed by the teacher and the other by the attending physician – must be submitted by the due date listed. The Committee does not accept FMLA or disability paperwork in place of the Sick Leave Pool Application. Applications to apply for sick leave from the Pool must be submitted within the same contracted school year, as defined in Article 1, from which days are being requested. Applications received after the due date will be held over for the next scheduled meeting of the Committee. Please mail completed applications to **“Attention Sick Leave Pool Committee – 4230 McLeod Drive, Las Vegas, Nevada 89121.”** Upon review by the Sick Leave Pool Committee, the applicant is notified in writing of the outcome. Sick Leave Pool days granted but not utilized will be returned to the Sick Leave Pool.

There is no appeal process for an application that has been denied by the Sick Leave Pool Committee. If you feel that you have additional information that may cause the committee to reconsider their decision, you and your physician must fill out and submit a new application for review.

About the Sick Leave Pool Committee

The Sick Leave Pool Committee is composed of six (6) members equally divided between the CCEA and the CCSD. The Committee shall be the final authority on all disputes concerning Sick Leave Pool membership applications, benefit applications, and other matters that may come before them. A majority vote of the Sick Leave Pool Committee is necessary to approve an application for benefits.

Sick Leave Pool Committee Meeting Dates

*****APPLICATIONS MUST BE RECEIVED BEFORE 6:00 PM ON THE DUE DATE*****

Application Due on or Before	Meeting Date
Tuesday, September 15, 2015	Wednesday, September 23, 2015
Tuesday, October 13, 2015	Wednesday, October 21, 2015
Tuesday, November 9, 2015	Wednesday, November 18, 2015
Tuesday, December 8, 2015	Wednesday, December 16, 2015
Tuesday, January 12, 2016	Wednesday, January 20, 2016
Tuesday, February 9, 2016	Wednesday, February 17, 2016
Tuesday, March 8, 2016	Wednesday, March 16, 2016
Tuesday, April 12, 2016	Wednesday, April 20, 2016
Tuesday, May 10, 2016	Wednesday, May 18, 2016
Tuesday, June 7, 2016	Wednesday, June 15, 2016
Tuesday, July 12, 2016	Wednesday, July 20, 2016
Tuesday, August 9, 2016	Wednesday, August 17, 2016