

# Sick Leave Pool Overview

The 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 period is September 1 through September 30 and May 1 through May 31 of each school year and 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. 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 for Catastrophic and 50 days maximum for Chronic. 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 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.

The Committee meets monthly. In order for an application to be considered, the two part application – one to be completed by the teacher and the other by the attending physician – must be submitted by the due date listed. 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 send completed applications to **“Attention Sick Leave Pool Committee either by fax 702-866-6134, email [aammons@ccea-nv.org](mailto:aammons@ccea-nv.org) or mail – 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.