

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.

Following is a list of meeting dates for the 2016-2017 School Year.

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

| Applications Due On or Before | Meeting Date |
|--------------------------------------|--------------------------------------|
| Tuesday, August 9, 2016 | Wednesday, August 17, 2016 |
| Tuesday, September 13, 2016 | Wednesday, September 21, 2016 |
| Tuesday, October 11, 2016 | Wednesday, October 19, 2016 |
| Tuesday, November 8, 2016 | Wednesday, November 16, 2016 |
| Tuesday, December 7, 2016 | Wednesday, December 14, 2016 |
| Tuesday, January 10, 2017 | Wednesday, January 18, 2017 |
| Tuesday, February 7, 2017 | Wednesday, February 15, 2017 |
| Tuesday, March 7, 2017 | Wednesday, March 15, 2017 |
| Tuesday, April 11, 2017 | Wednesday, April 19, 2017 |
| Tuesday, May 9, 2017 | Wednesday, May 17, 2017 |
| Tuesday, June 6, 2017 | Wednesday, June 14, 2017 |
| Tuesday, July 11, 2017 | Wednesday, July 19, 2017 |

Did You Know...

Since its inception in 2001 the Sick Leave Pool has granted more than 19,513 days for teachers with catastrophic illnesses or injuries.

