

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 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 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.

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 2019-2020 School Year

****APPLICATIONS MUST BE RECEIVED BY 5:00 PM ON THE DUE DATE****

Applications Due On or Before	Meeting Date
Monday, August 5, 2019	Wednesday, August 14, 2019
Monday, September 9, 2019	Wednesday, September 18, 2019
Monday, October 7, 2019	Wednesday, October 16, 2019
Monday, November 4, 2019	Wednesday, November 13, 2019
Monday, December 4, 2019	Wednesday, December 11, 2019
Monday, January 6, 2020	Wednesday, January 15, 2020
Monday, February 3, 2020	Wednesday, February 12, 2020
Monday, March 9, 2020	Wednesday, March 18, 2020
Monday, April 6, 2020	Wednesday, April 15, 2020
Monday, May 4, 2020	Wednesday, May 13, 2020
Monday, June 8, 2020	Wednesday, June 17, 2020

Did You Know...

Since its inception in 2001 the Sick Leave Pool has granted more than 22,756 days for teachers with catastrophic illnesses or injuries.