

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 Pool, which gives 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 only need to 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 **“The Attention Sick Leave Pool Committee either by fax at 702-866-6134 or by email at aammons@ccea-nv.org.”** 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 the Sick Leave Pool Committee has denied. 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 2024-2025 School Year

**FULLY COMPLETED APPLICATIONS WITH THE PHYSICIAN'S RETURN DATE
MUST BE RECEIVED BY 5:00 PM ON THE DUE DATE.**

**(Application received not completed or without a physician's return date
will not be submitted to the sick leave pool for review.)**

Applications Due to CCEA

On or Before:

Tuesday, August 6, 2024

Tuesday, September 3, 2024

Tuesday, October 1, 2024

Tuesday, November 5, 2024

Tuesday, December 3, 2024

Tuesday, January 7, 2025

Tuesday, February 4, 2025

Tuesday, March 4, 2025

Tuesday, April 1, 2025

Tuesday, May 6, 2025

Tuesday, June 3, 2025

Tuesday, August 5, 2025

Meeting Dates:

Wednesday, August 21, 2024

Wednesday, September 18, 2024

Wednesday, October 16, 2024

Wednesday, November 20, 2024

Wednesday, December 11, 2024

Wednesday, January 15, 2025

Wednesday, February 19, 2025

Wednesday, March 19, 2025

Wednesday, April 16, 2025

Wednesday, May 21, 2025

Wednesday, June 18, 2025

Wednesday, August 20, 2025

Sick Leave Pool Guidelines

Please refer to the CCSD/CCEA Contract, Article 18-11, for additional information.

1. Qualifications are outlined in Article 18-11. Open enrollment will be September 1-30 or May 1-31 of each year.
2. Membership in the Sick Leave Pool is for any teacher who applies and meets the eligibility requirement having accrued six (6) days of unused sick days as of September 1 or May 1 (of the same school year).
3. Membership in the Sick Leave Pool shall be continuous from the initial enrollment until an individual member has drawn all approved days as a result of a catastrophic injury or illness of the participant.
4. Membership in the Sick Leave Pool will end upon separation from the school district. Should a prior member of the Pool become reemployed by the district, an additional day must be donated for re-enrollment into the Pool.
5. Definition of Catastrophic: For purposes of this procedure, the term “catastrophic illness or injury” shall include only those illnesses or injuries that are calamitous in nature, constituting a great misfortune. Examples of catastrophic diagnosis include, but are not limited to, the following:
 - Accident resulting in multiple fractures or amputation of a limb
 - AIDS
 - ALS (amyotrophic lateral sclerosis)
 - Cancer
 - Cerebral palsy, muscular dystrophy
 - Condition causing paralysis
 - Hemophilia
 - Mental illness (requiring hospitalization)
 - Rare Disease
 - Severe burn involving over 20 percent of the body
 - Severe head injury requiring hospitalization
 - Spinal cord injury
 - Stroke or cerebrovascular accident
 - Elective surgeries are not considered severe conditions except when life-threatening complications arise from them.
6. Lifetime usage of the Sick Leave Pool is limited to 100 days maximum per person.
7. Definition of Chronic: A persistent and lasting condition is said to be chronic (from Greek chronos). For example, a chronic illness is one that persists for a long time, usually more than three months. By analogy, this adjective has come to describe problems that cannot be solved in a short time, or that will recur regardless of action.
8. Lifetime usage of the Sick Leave Pool for chronic illness is limited to 50 days maximum per person.
9. Workers’ compensation benefits will be reviewed if you are applying for Sick Leave Pool days.

10. Teachers with contracts in excess of 184 days may not be eligible to access the Pool until all available time-out days, if any, have been exhausted. Determination will be made on a case-by-case basis.
11. Decisions regarding eligibility will be made on a case-by-case basis.
12. Participants who have previously been disciplined for abuse of their sick leave will not be eligible to access the Pool.
13. The Committee may consider a participant's prior sick leave usage in determining eligibility.
14. All cases shall be reviewed when the 50th day of benefits is reached. The Committee shall request additional medical documentation.
15. Members drawing Sick Leave Pool benefits are not eligible for sick leave accrual.
16. Membership enrollment forms may be obtained at cea-nv.org under forms.
17. Days donated to the Sick Leave Pool are non-refundable. Additional days (at a maximum of 5 days per year) may be donated to the Pool.
18. Teachers must be Sick Leave Pool members for at least thirty (30) days prior to use of the bank.
19. Sick Leave Pool days not utilized will be returned to the Sick Leave Pool.

Amended 12/12/13

Amended 9/05/13

Amended 8/07/08

Amended 8/16/05

Amended 8/11/05

Amended 1/26/04