Fenton Community High School District 100

Sick Leave Bank Memorandum of Understanding

Fenton High School administration, the Board of Education and the FEA agree to add the following to clarify articles 39.2 to 39.13

Sick Leave Bank

39.2 A sick leave bank plan will be established to provide extended sick leave to those teachers who have exhausted their sick leave and personal business days and incur a catastrophic injury or illness, prolonged illness, and/or hospitalization and recovery. This sick leave bank will be subject to the guidelines listed in 39.3 through 39.13.

39.3 All District 100 teachers will participate in the sick leave bank. Summer employment shall be excluded from this plan, but District 100 teachers employed beyond the end of the school term as a continuation of their school term employment shall continue to participate in the plan during such extended employment.

39.4 The Superintendent or their designee, in consultation with the Principal, will administer the sick leave bank.

39.5 In the year that the sick leave bank balance is below 250 days, each Teacher will contribute 1 sick day the following school year. A maximum of one day will be contributed in a single year unless the sick bank is depleted.-Teachers may also voluntarily donate additional sick days to the sick leave bank during designated semi-annual windows.

39.6 No teacher will be able to draw from the bank until their own accrued sick leave and personal business days have been depleted, they have presented a doctor's written verification of their illness, and their request has been approved by a vote of the FEA membership as described in 39.11 through 39.13. Recurring absences due to the same or related illness or disability, indicated by a doctor's written verification, do not have to be consecutive.

39.7 A teacher may not utilize more than 360 days from the sick leave bank during their career. Teachers must reapply to draw from the sick leave bank at the start of each school year.

39.8 No teacher will accumulate annual sick leave or personal business leave while participating in the sick leave bank.

39.9 The sick leave bank shall not be utilized during any period a teacher is on an unpaid leave of absence or during sabbatical leave. If a teacher qualifies for permanent

disability while making use of the sick leave bank, the teacher shall no longer have access to the bank as of the date of qualification.

39.10 The sick leave bank shall be applicable only to the personal illness of the teacher and shall not be applicable to the illness or death of any other person.

39.11 The teacher, or the teacher's designated emergency contact if the teacher is incapacitated, shall submit a written or oral request, along with a physician's written verification of illness, to the Superintendent’s designee and to the FEA President. An initial request may be for up to thirty (30) days.

39.12 Each request shall be decided by a simple majority of FEA members present and voting. A tie vote shall result in favor of the request. The FEA shall be provided fifteen (15) minutes to meet to consider the request. The superintendent’s designee will present the request by default; the FEA President, a member, or another designee may present it instead. The meeting shall allow five (5) minutes for the presentation and five (5) minutes for questions, followed by an anonymous, silent vote.

39.13 If additional Sick Bank time is needed after an initial approval, the teacher may submit subsequent requests following the procedure in 39.11 and 39.12. Subsequent requests may not exceed the end of the current school term, provided the total does not exceed the 360-day limit in 39.7. A denied request may not be resubmitted until the following school term. Requests for leave due to a new medical condition can be made following the procedure starting in 39.11.

BOARD OF EDUCATION:	ASSOCIATION:
_____	_____
President	President
DATE: _____	DATE: _____