

TENTATIVE AGREEMENT

307 SICK LEAVE BANK

I. Bank Establishment

There is hereby created a Sick Leave Bank which shall be administered jointly by the FEA and the District. The sick leave bank will be administered in accordance with AS.14.14.105. This provision shall not be subject to the grievance procedure.

II. Bank Administration

The Sick Leave Bank shall be administered by a committee (Sick Leave Bank Committee). The committee shall consist of two (2) members selected by FEA and one (1) member selected by the District that will serve in an advisory role to provide information necessary to the committee for the purpose of reviewing the teacher's request. It is understood that committee membership may rotate throughout the year. It is the committee's responsibility to approve or deny requests for Sick Leave Bank usage. Decisions by the Sick Leave Bank Committee are final and are not subject to grievance.

The Sick Leave Bank Committee shall process requests in accordance with legal requirements.

Administration of the Sick Leave Bank shall be audited at the end of each school year by a representative of the FEA and a representative of the District, not to include Sick Leave Bank Committee members.

III. Bank Membership

Any teacher is eligible to become a member of the Sick Leave Bank. A teacher may elect to join the Sick Leave Bank by informing the FEA in writing within thirty (30) calendar days of initial employment for newly hired teachers, or during the first thirty (30) days of the school year for current bargaining unit members who are not continuing members of the Sick Leave Bank. Membership in the Sick Leave Bank shall continue from year to year after initial enrollment unless a teacher notifies the District and the FEA in writing no later than May 31, regarding his/her intent to withdraw from the Sick Leave Bank for the following school year. An employee electing not to join the Sick Leave Bank shall not be eligible for Sick Leave Bank donations until he/she becomes a member during the next annual Sick Leave Bank enrollment. The Bank shall be administered through the same administrative channels and regulations as for sick leave except as noted in this article.

IV. Bank Enrollment

Teachers will be permitted to transfer a maximum of two (2) days of sick leave during any school year. Unless otherwise specified by the parties, the annual enrollment period shall be the first thirty (30) calendar days of each school year. Following enrollment, one (1) day of sick leave shall be transferred automatically from each member's sick leave account into the Sick Leave Bank. If, at the time of a required contribution a teacher does not have a day to contribute, then the next available day shall be transferred. All leave transferred to the Bank by a teacher is final and not recoverable for credit to his/her personal sick leave account.

V. Depletion and Emergency Transfer

During the school year, should the Bank become depleted, the Sick Leave Bank Committee will notify all Sick Leave Bank members in writing. Within thirty (30) days after such notice of an emergency Sick Leave Bank drive, one (1) day of sick leave shall be transferred automatically from each member's sick leave account into the Sick Leave Bank. Teachers shall not have the opportunity to initially enroll in the Sick Leave Bank during emergency drives. If at the time of a required contribution a teacher does not have a day to contribute, the next available day shall be transferred.



Ivory McDaniel-Ilgenfritz Date
District Chief Spokesperson

S.S.22



Coby Haas Date
FEA Spokesperson

5/5/22

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VI. Year-End Bank Status

If at the end of each school year the remaining number of days in the Bank exceeds one hundred percent (100%) of the number of teachers who are members of the Sick Leave Bank, only newly hired teachers and those who were not Bank members the prior year will be permitted to transfer leave to the Bank at the beginning of the following school year.

VII. Retiring Teacher Contributions

A teacher retiring or resigning may contribute up to six (6) unused sick leave days to the Sick Leave Bank.

VIII. Bank Withdrawal Provisions

A. Withdrawal Limits

In any school year, a teacher will be permitted to request withdrawal of up to twenty-four (24) days or twice the number of days of sick leave the teacher has accrued before the start of that school year, whichever is greater. No teacher may withdraw more than sixty (60) days in any school year.

B. Committee Approval

1. Requests for withdrawal from the Bank may be approved by the Sick Leave Bank Committee when the following conditions have been satisfied:

- a. All of the teacher's ~~personal~~ **own** sick leave has been exhausted.
- b. A teacher has been on five (5) consecutive days of leave and this leave includes up to three (3) days of the teacher's personal leave or the leave may be a combination of personal leave and leave without pay or, if personal leave has been exhausted, leave without pay only. The Committee may waive the five (5) consecutive day leave requirement during the last two (2) weeks of the school year. **The days of unpaid leave may be reimbursed from hours granted by the Sick Leave Bank.**
- c. When a doctor's certificate is presented **to the committee and the human resources department** verifying the teacher's need for leave.
- d. Verification of FMLA and/or AFLA request.

~~2. The teacher whose application has been approved by the Committee will be reimbursed for up to five (5) days of leave without pay and these days will be charged against the amount authorized from the Sick Leave Bank.~~

3. The Committee shall not grant any requests for Sick Leave Bank hours in excess of the number of hours in the Bank.

4. Should a teacher who has received a grant from the Sick Leave Bank return to work prior to using all of the hours authorized by the Bank, the remaining hours will be restored to the Sick Leave Bank from the employee's sick leave account.



Ivory McDaniel-Ilggenfritz Date
District Chief Spokesperson

5.5.22



Coby Haas
FEA Spokesperson

5/5/22

Date