



QUESTIONS AND ANSWERS ON THE SICK LEAVE BANK

CTA will be enrolling teachers in the Sick Leave Bank this year **beginning August 15, and ending September 15.** The following information is intended to help you decide whether to enroll or not.

Q: What is the Sick Leave Bank?

A: CTA negotiated the establishment of a Sick Leave Bank as part of the 1987 Master Agreement. The purpose of the Sick Leave Bank is to provide paid sick leave for teachers who are victims of **long-term serious illness or injury who need sick days beyond what they have accrued.** **(Example: cancer, AIDS, strokes, serious accidents, and major operations.)**

Q: Who is eligible to enroll in the Sick Leave Bank?

A. Any full-time bargaining unit member (teacher, media specialist, guidance counselor, etc.) who has at least one year of service and has accrued no fewer than eleven (11) days of sick leave is eligible to enroll in the Sick Leave Bank. Upon enrollment, those eligible will donate one day to the Bank.

Q: If I enroll, will I have to donate additional days every year:

A: No. SLB members will be required to donate an additional day only when the total days in the Bank fall below a certain level. With thousands of teachers participating, this does not occur often.

Q: If I enroll now, can I later quit the Bank?

A: Yes. You can quit at any time and not be required to contribute any more days. However, days already contributed cannot be returned.

Q: Under what conditions can I receive days from the Sick Leave Bank?

A: According to the terms of the contract, eligible employees who are enrolled in the SLB will be able to apply for days from the Bank once they have exhausted all accumulated sick leave in a serious illness or injury. In applying for the use of days from the Bank, employees must submit medical verification indicating the need for absence from two (2) medical doctors and follow the guidelines of the Sick Leave Bank Committee.

Q: How do I enroll in the Bank?

A: By filling out and signing the enclosed application form. Please mail (715 Spencer Drive, West Palm Beach, FL 33409), email (tina.frank@floridaea.org), or drop off at the CTA Office (same address as above). The form **must be completed and returned to CTA no later than September 15, by 5:00 P.M.** No applications will be accepted after this date.

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Q: The SLB enrollment application form states that, by enrolling, I become ineligible for “catastrophic illness or injury leave.” What leave is that?

A: The contract provides for Catastrophic Illness or Injury Leave as an alternative to the SLB. Like the Bank, this leave provides coverage for long term disability resulting from illness or injury. This provision requires at least 50 working days of consecutive absence after which the School Board provides additional matching sick leave days equal to the number of accrued days you had at the beginning of the illness or injury. Catastrophic leave does not begin until the 51st. day of absence (consecutive) and is not retroactive.

Employees who choose not to enroll in the SLB will have this Catastrophic Leave provision as their back-up coverage for long-term disability.

You must decide which coverage is better for you, the Sick Leave Bank or the Catastrophic Illness or Injury Leave. CTA believes that the SLB will be better for most employees. However, if you have accrued a large number of sick leave days (more than you are likely to use in any extended illness), then you may find it more beneficial not to enroll in the SLB, and choose to rely on the Catastrophic Leave option.

Q: If I choose to stay with Catastrophic Leave, can I still contribute a sick leave day to the SLB to help my colleagues:

A: Yes. Just check the appropriate box on the application form.

Q: Where can I get more information?

A: You can read your contract. Article V, Section B 11. You can ask your CTA Faculty Rep, or you can call the CTA at 683-4623.

REMEMBER: YOU ARE RESPONSIBLE FOR YOUR APPLICATION. CTA CANNOT BE HELD ACCOUNTABLE FOR APPLICATIONS RECEIVED AFTER THE DEADLINE OF SEPTEMBER 15.