

## MODEL CONTRACT LANGUAGE: SICK LEAVE BANK AND DISABILITY

When considering how to assist members who experience catastrophic or chronic illness, Districts tend to have either a sick leave bank or various levels of disability coverage – here is a breakdown of both, to consider what may work best for your members.

### Sick Leave Bank:

Considerations/Recommendations:

Have it run by the Association, not the District/Board

In doing so, be sure confidentiality is of the utmost importance

If the Association will see doctor's notes, consider that only the chair of the committee or the presidents sees them for confirmation – or consider having them submitted to HR who confirms their legitimacy for applications.

Be sure the sick leave bank committee represents all schools or levels

Have a very tight policy about how members apply, who is eligible, timelines, etc.

Have contract language that refers to the policy, which can be included as an appendix in the CBA

Consider how many days the bank can accrue and how many days people can donate – can they donate once a year? When the bank goes below a certain amount? If they have over the maximum number of sick days? When they retire can they donate more?

How many days can people request per year or over a span of years?

If there is a sick leave bank in addition to disability policies, days could only be granted up to the commencement of disability benefits.

Associations who have Sick Leave Banks in the Western Region:

Professional Staff: Cornish EA, Fall Mountain TA, Franklin EA, Grantham EA, Lebanon EA, Lempster EA, Mascoma EA, Sugar River EA, Sunapee TA, Unity EA

Support Staff: Claremont Maintenance and Transportation, Claremont Secretaries, Fall Mtn ESSA, Lebanon SS, Lempster SS, Mascoma SS

### Short-Term Disability

Typically, short-term disability kicks in between 30 and 60 consecutive calendar days but could start as early as 15 (like in Lyme!). Some school districts offer short-term disability instead of sick leave banks. It does appear it is more expensive to offer a short-term disability policy than a sick bank or to alter sick leave language to help those early in their careers who don't yet have 60 days accrued. But, that all depends on the bargaining unit size and potentially other factors. Like long-term disability, it replaces a percentage of your wages, which can be negotiated.

Associations who have short-term disability in the Western Region: Lyme EA

### Long-Term Disability

Typically begins after 90 consecutive calendar days and provides members with around 60% of their salary – this can be negotiated. As a reminder, taxes are not deducted, which is why the payout is not 100%. You can negotiate various perimeters of the insurance. It can run until the employee retires.

Association who have Long term disability in the Western Region:

Professional Staff: Fall Mtn TA, Grantham EA, Hanover EA, Kearsarge Regional EA, Lebanon EA, Lempster EA, Mascoma EA, Newport TA, Plainfield EA, Sugar River EA, Sunapee TA, Unity EA

Support Staff: Claremont Maintenance and Transportation, Claremont Secretaries, Grantham EA, Lebanon SS, Mascoma SS, Plainfield SS,