

APPENDIX C

# Sick Leave Bank

## Classified Bargaining Unit

### West Linn-Wilsonville School District

The Sick Leave Bank is established to provide additional sick leave for classified employees when:

- 1) an extended absence due to illness or injury has depleted an individual's available leave resulting in a financial crisis for the employee;
- 2) no other resources are reasonably available to make up the loss of income resulting from a lack of paid leave;
- 3) a sufficient amount of sick leave has been contributed by other classified employees from which to make allocations.

Membership in the sick bank is **optional**. Employees who choose to join the bank must contribute **4 hours of earned personal sick leave to the bank by September 15 of each school year. Only employees who contribute at the beginning of the school year to the bank may request a grant during that school year.** The four hours of contributed sick leave time will be deducted on the October or November pay period. **This form is to be filled out and received to the Department of Human Resources at the Administration Building no later than September 15.**

Additional criteria:

- 1) The total absence for the Sick Leave Bank time being requested must be at least five (5) consecutive days.
- 2) No grants will be made for absences due to on-the-job illness or injury for which Worker's Compensation benefits are payable.
- 3) No grants will be made for absences for which compensation is payable from any other source.
- 4) All earned sick leave and personal leave must be used by a bank member before the member is eligible to receive a grant.
- 5) A doctor's statement is required with the application to verify the nature of the illness or injury and to document the required length of the absence.
- 6) To make application for a withdrawal request an employee must contact either the President of the OSEA Chapter or the Director of Human Resources at the district office in order for the Sick Leave Bank committee to meet. The employee will submit the request and accompanying explanation in writing along with the number of hours requested. A copy of the doctor's statement must be included.
- 7) Per Addendum dated March 11, 2008, the Sick Leave Bank may not be used to for maternity leave except for medically urgent reasons.
- 8) No employee shall be granted more than 200 hours during a school year.
- 9) All members shall review Article 11.7 regarding stipulations for use of the Sick Leave Bank.

*I hereby agree with the terms of the Sick Leave Bank as outlined in the Agreement between the OSEA Chapter 102 and the West Linn-Wilsonville School District. I understand that I will donate four hours of my earned sick leave in order to be eligible.*

Please **Print** your Full Name: \_\_\_\_\_

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Last Four Digits of SS #

\_\_\_\_\_  
Building

\_\_\_\_\_  
Date

**This form needs to be received by the Dept. of Human Resources by September 15 to be eligible for the current school year.**