

CONSOLIDATED SCHOOL DISTRICT OF NEW BRITAIN EMERGENCY SICK BANK

6:6b. A sick leave bank is hereby established to be used primarily for extreme hardship cases. Any teacher may contribute one or more days of sick leave to the bank, and any day contributed by a teacher shall be deducted from their accumulation of sick leave. Each year a maximum of 200 days may be contributed to the sick leave bank provided that the sick leave bank shall not exceed a total of 900 days. The sick leave committee shall consist of three (3) teachers selected annually by the Union. The committee shall develop procedures for applying and granting of sick leave from the bank. Said committee may consider among other things the serious nature and projected duration of the illness or disability involved; whether the applicant has donated a day or days to the sick leave bank, and the applicant's 14 prior record of sick leave use; the possible resort to the borrowing of sick leave days under the provisions of 6:9(b). The granting of any sick leave days shall be by majority vote of the committee members and said vote shall be final and shall not be subject to the grievance process.

GUIDELINES FOR THE SICK BANK

1. When an employee has exhausted all available sick leave, they can apply for additional sick leave time from the Union's Emergency Sick Bank. The application must include a physician's statement describing the illness and offering a prognosis for a date of return to work along with an employee's personal statement indicating the reason for requesting sick bank days from the bank.
2. The Sick Bank Committee may grant days to return to work up to a maximum of 30 days from the Emergency Sick Bank.
3. If the initial school days granted are exhausted, the employee may request an additional grant of up to 20 days with a new application and an up-to-date physician's statement. An additional 10 days may be granted in extreme cases and must be accompanied by an updated physician's statement. Intermittent days can be granted at the discretion of the committee.
4. All physician's fees are to be paid by the employee.
5. In determining a grant of sick days, the Committee will consider such criteria as: -the employee's personal statement of illness -the physician's or medical professional's submitted statement(s) -employment records -history of the use of sick time -the results of Committee investigations -additional materials available to the Committee
6. The Committee has the right to require a second physician's opinion, chosen by the Board of Education members of the Committee, and a third physician's opinion, chosen by the New Britain Federation of Teachers members.
7. All Committee decisions are final.
8. The Committee may propagate further guidelines assuming that such guidelines are in concert with the conditions of the contract and the policies of the New Britain Board of Education.

9. ONLY members of NBFT Local 871 are eligible to apply for sick days from the Emergency Sick Bank.

10. The intent of the Emergency Sick Bank is to secure income for union members during a period of sustained disability, who are unable to work, have exhausted their sick time and where there is a reasonable expectation that the member will return to perform the essential functions of his or her job. This benefit is offered for Union Member's illness only, not for family member's illnesses.

Additionally

11. The employee's documented medical needs should be the very highest priority. The recommendation of the applicant's doctor is the number one issue. If more detailed information is needed, a decision should be delayed until your request is answered.

12. Complications during pregnancy should be treated as would any other illness, pregnancy is a choice, but illness as a result is not.

13. Mental illness must also be treated as would any other illness, the recommendation of the applicant's doctor is the number one issue.

14. The prior attendance records of the applicant should be the very lowest priority. The suspicion that someone overused or abused sick days five or ten years ago should have no bearing on the Committee's current decision.

15. If there is any possibility of error or doubt when granting days, the error be toward compassion, rather than conservation of days in the sick bank.

16. In special circumstances, the Committee may choose to grant more than their established maximum days.

DONATIONS

Any employee may wish to voluntarily donate day(s) of sick leave to the Emergency Sick Bank during the annual enrollment period. Employees may not designate a particular employee to receive their donated time.

The above are a result of long discussions, careful thought and consultation with CFEPE lawyers and other union's sick bank committees. We believe that most applicants come to the Emergency Sick Bank as a last resort and do so with no intent to "raid" the system by asking for more days than are needed to recover so they may return to work.

9/17/2025 ES