

Sanford Federation of Teachers CBA Article XV  
Sick Leave Bank for COVID-19 Related Quarantine

***This bank is separate from previously established sick leave banks***

**COVID-19 Sick Bank** – A sick leave bank shall be established for the benefit of the bargaining unit members no later than September 21, 2020, the Committee will establish a paid leave bank for all employees who are not working remotely. This sick bank will be separate from the existing sick banks. Each eligible employee will be allowed up to ten paid days from this bank for days that they cannot work (either in person or remotely) due to the coronavirus while Sanford schools are open for in-person learning, for the reasons set out below.

***Any employee will be eligible if all of the following are true:***

1. The employee has exhausted all of the paid sick leave available to them under the Emergency Paid Sick Leave Act of the FFCRA; (Single / Dependent)
  2. The employee is required to stay home from work due to their own symptoms (not for the care of others) or because the employee is required to quarantine for **school-related reason**(but not for quarantine related to travel outside of Maine that was not for an emergency or medical reason); and
  3. The employee has tested positive, been diagnosed with, or is awaiting test results or a diagnosis, for COVID.
- The bargaining unit employee does not have to exhaust all sick and personal leave before accessing the Covid-19 bank
  - In order to withdraw days from the bank, guidance from district medical staff may be required to describe the evidence of needed quarantine. Documentation will be furnished to the Superintendent. This request will be reviewed by a committee consisting of two (2) members of the Federation and two (2) members of the Administrative team appointed by the School Committee. In the case of a tie vote, the School Committee will decide and their position shall prevail.
  - Beginning after 12/31/20, the COVID-19 bank will be reviewed monthly and possibly extended by the Sanford School Department School Committee on a month to month basis.