

NEAB
MAJOR ILLNESS BANK
REQUEST FORM

Date of Request _____

Number of Days Requested _____

Name: _____

Street Address: _____

City, State: _____

Reason for Request: _____

Signature

All Requests Must Be Verified by a Physician.

4.7 Each teacher who is actively at work at the beginning of a school year may voluntarily contribute, within ten (10) school days of the opening of school, one (1) day of sick leave per year to the Major Illness Bank. Teachers who are not actively at work at the beginning of a school year, but who return to work during the year, may voluntarily contribute one such day within ten (10) school days of their return to work. Only teachers who contribute to the Major Illness Bank are eligible to apply for benefits without exception.

A teacher who is not actively at work at the start of the school year due to a major illness or accident may contribute one (1) day to the Sick Bank from their accumulated sick leave, if any.

A teacher who is not actively at work at the start of the school year due to major illness or accident, and who does not have any accumulated sick leave available, may be granted Major Illness Bank benefits by unanimous vote of the Major Illness Bank Committee. A denial of benefits shall be subject to the grievance procedure.

4.8 Said bank may be charged for sick leave required, in case of major illness or accident, beyond the accumulated sick leave held by the involved teacher-applicant and such charge shall commence only after the teacher-applicant's individually accumulated sick leave has been exhausted, or thirty (30) consecutive working days of illness, whichever shall last occur. The major illness bank may not be charged for absences resulting from maternity leaves or worker's compensation. If a teacher granted paid leave by the Major Illness Bank Committee subsequently returns from sick leave and thereafter suffers a recurrence of the same illness or a new illness, the Committee may waive the 30-day requirement if the period intervening between illnesses was inadequate to permit the teacher to accumulate 30 days of individual paid sick leave.

4.9 The Major Illness Bank shall be administered by a committee consisting of five members. Two members shall be members of the Barrington School Committee or their designees designated in writing by said committee. Three members shall be members of the NEA Barrington designated in writing by said Association.

Said Committee shall determine individual eligibility for the use of said bank, the amount of leave to be granted, and its decision shall require a majority vote.

4.10 Said Committee, in administering said Major Illness Bank, may use such data and criteria as it may deem to be necessary to enable it to make its decision on an application for additional sick leave benefits, under this provision, including, but not limited to:

- a) Adequate medical evidence of major illness or accident submitted by the applicant;
- b) Prior utilization of all eligible sick leave by the applicant;
- c) Physical examination of the applicant by a physician of his/her own choice, at the expense of the applicant;
- d) The number of available days in the bank and other applications for grants therefrom.

4.11 In the event that a teacher receives sick leave from said bank, which extends to the end of a school year, such teacher must reapply (pursuant to (4.10) above) to the Committee for the ensuing school year in order to be considered for benefits.

4.12 Any teacher who withdraws from the Major Illness Bank will not be permitted to withdraw his/her contributed days.

4.13 Fifty percent (50%) of the unused days remaining in the Major Illness Bank on June 20 of any school year may be carried over to the successive school year, provided that the Bank shall not exceed three hundred fifty (350) days at the beginning of a school year and provided, further, that utilization of days carried over shall require unanimous vote of the Committee. Decisions of the Committee under this subsection shall be subject to the grievance procedure.

4.14 In no event shall the charge to said Bank on account of any one major illness or accident of any one applicant exceed one hundred eighty (180) days in total.

4.15 Except as otherwise provided above, decisions of the aforementioned committee shall not be subject to the grievance procedure.