Sick Leave Bank Proposal Discussion

Purpose of the Review

Goal: Strengthen support for staff facing catastrophic illness or injury while maintaining a sustainable Sick Leave Bank.

1. Provide the best benefits for staff
2. Maintain an efficient, solid process
3. Respond to current needs

Current Options for CISD Staff

A **Sick Leave Bank**

Paid leave for the employee's own catastrophic condition

B **Sick Leave Pool**

Donated paid leave to care for an eligible family member

C **FMLA**

Job-protected leave for eligible employees

D **Disability Support**

Temporary disability leave and elected insurance

Health of the Current Sick Bank

4,126 days in the Bank

660 members

45% of staff



- The Sick Leave Bank has experienced relatively few cases requiring extended leave assistance.
- No additional contributions have been necessary since 2008, as unused local leave from retiring employees continues to replenish the bank annually.
- The Sick Leave Bank remains financially healthy, maintaining a reserve balance equivalent to 6.25 times its current membership.

Current Challenges

Exhaustion of Days

Employees may exhaust state, local & non-duty days and lifetime Sick Leave Bank benefits while continuing medical treatment.

Coverage Limitations

The Pool does not provide coverage for an employee's own illness. Unusual needs can impact Bank usage and balance.

Awareness and Transparency

Employees need clear information about available support.

Peer Review - Sick Bank Policies

District	Annual	Lifetime	Notes
Allen	n/a	n/a	Sick Pool & employees can donate up to 30/year. No limit.
Arlington	75	225	3 days to join.
Birdville	30	90	They can also use 20 days for a family member. 3 days to join.
CFBISD	30	90	2 days to join.
Dallas	30	No Limit	
Denton	25	75	2 days to join.
EMS	30	n/a	2 days to join.
Frisco	25	75	2 days to join.
Garland		30	Max 30 days of extended leave
GrandPrairie	30	60	
Grapevine-Colleyville	30-45*	n/a	*Up to 45/yr for employee or family.
HEB	30	No Limit	It serves spouse, child, & parent as well but there are limits.
Highland Park	30	75	3 days to join.
Irving			No more sick or catastrophic bank.
Lewisville	25	100	
Little Elm	30	90	Donate 2 local sick days
Mesquite	20	50	
Plano	25	75	
Richardson	30	No Limit	10 for maternity/paternity, 3 for bereavement.
Carroll	25	75	Donate 1 day

Options Reviewed

Proposal 1

30 Days

Year 3 Only
90-day lifetime maximum

Proposal 2

30 Days/year

Beginning in Year 3
No lifetime cap

Proposal 3

Up to 50 days/year

30 days + up to 20 approved
No lifetime cap

All require exhaustion of paid leave and original 60 days, documented catastrophic medical need, and available Bank days. At $115/day, 30 substitute days cost $3,450 and 50 cost $5,750 per employee; these are illustrations, not a forecast.

Questions & Discussions

Next Steps

Based on recommendation of the Board, Administration will bring back a final recommendation to a future Board meeting.