

Catastrophic Sick Leave Bank

Additional Information

A *catastrophic illness or injury* is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee's immediate family that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by the employee and to lose compensation from the District. Such conditions typically require prolonged hospitalization or are expected to result in disability or death. Conditions relating to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph.

Reasons to join the Bank

Helping others who may be in need (including your family members)
Financial assistance in the event of a catastrophic illness or injury
Beneficial for new employees who are not covered under the FMLA

Examples of what qualifies as a catastrophic illness or injury

Terminal illness
Severe heart attack
Major surgery (such as heart bypass surgery or lung transplant)
Life-threatening debilitating illnesses/injuries
Stroke that results in paralysis/weakness
Cancer related treatments/surgery

Examples of what is not considered a catastrophic illness or injury

Absences due to elective procedures
Conditions that are short term or normal/natural experiences
Scheduled surgeries

NOTE: Determination of catastrophic illness or injury is based upon the physician's statement and NOT on the monetary impact that the loss of days may have on the Member.

