



CATASTROPHIC SICK LEAVE BANK & BEREAVEMENT BENEFITS

SEPTEMBER 11, 2023

STRATEGIC GOAL 2

Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.



Bank **PURPOSE**

The provide a pool of local sick leave established on a voluntary basis to be used by any member of the Bank or immediate family member who suffers a catastrophic illness that forces them to exhaust all their leave.





718 Responses

533 Confirmed Participation

631 Stated Bank was Valuable

300+ Comments

EMPLOYEE FEEDBACK

COMMENTS

FOSTERS COMMUNITY

“We did one in my prior district, and most people contributed. I think it fosters a sense of community.”

BRINGS VALUE

“I think this is a great idea for NISD in retaining teachers and staff. I know every little benefit helps staff and educators to feel valued. Thank you for considering this option.”

SMALL TOWN FEEL

“This would bring back that small district feeling of taking care of our own. People in need will find great value, appreciate and loyalty to the district with a program like this.”

QUESTIONS



Why is there at least 850 full time employees required to donate each year in order to have this pool of days?



Days not used in one year should carry over. These are paid days that staff members are donating; therefore, should remain in the bank.



What is considered catastrophic? How will I know if I qualify?

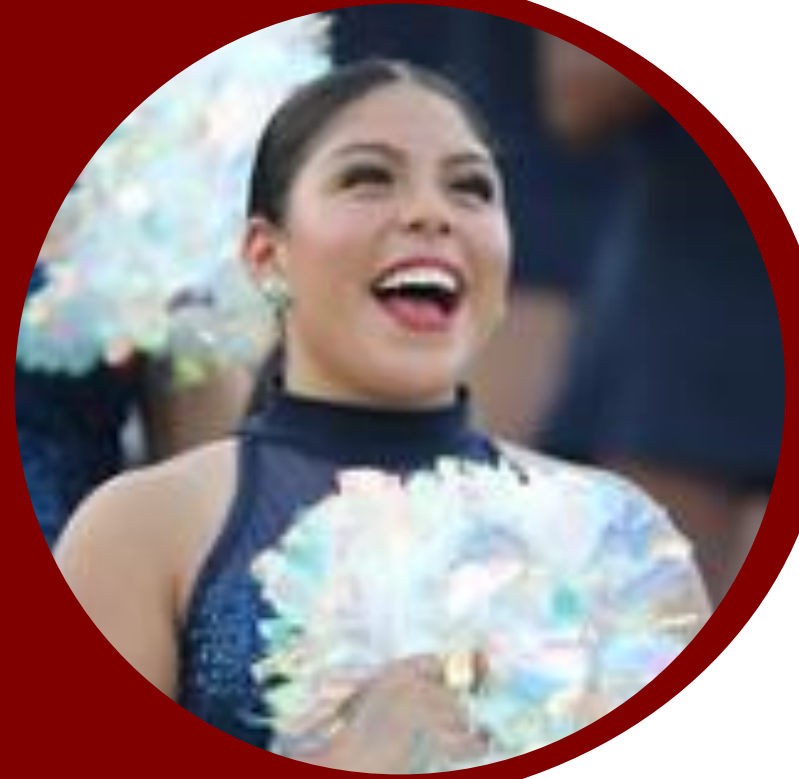


REFINEMENT

- Included the option to waive threshold for membership in Bank during it's first year.
- Remaining unused days in the Bank are carried over to the next year.



- Voluntary membership
- 30 days maximum of leave
- Must exhaust all forms of leave first
- Catastrophic illness or event



RECAP

- Committee oversight
- Leave request submitted through Laserfiche
- Doctor's documentation required





BEAREAVEMENT LEAVE

- 3 Days of Leave
- Death of an immediate family member



QUESTIONS?