Alta-Aurelia Sick Leave Pool

The sick leave pool is a voluntary pool for all certificated staff members who are under contract with the Alta-Aurelia Community School District. The purpose of the pool is to provide sick leave benefits to those employees who incur a prolonged illness or injury and have exhausted their sick leave days.

Membership and Eligibility

Employees who meet the following requirements will be eligible to participate in the sick leave pool:

1. The employee is certificated and under contract with the Alta-Aurelia Community School District.

2. The employee chooses to join the sick leave pool by contributing one day of sick leave prior to October 1, of the contract year. The Annual contribution by a member may not exceed one day.

3. The option to join the sick leave pool will be available between the first contractual date of a new school year and October 1 of the same year.

4. Employees who have met all the requirements will be eligible to draw from the pool.

5. The maximum number of days that the committee can use from the pool for one person is twenty (20) days. The Board of Directors, upon recommendation from the committee, could approve additional days if there are exceptional circumstances, and there are days remaining in the pool.

Administration of the Pool:

The sick leave pool shall be administered by a five-member committee: two members appointed by the Association; the superintendent of schools; a principal appointed by the superintendent; and a school board member appointed by the Board President. The primary purpose of the committee will be to receive and act upon application from members to use sick leave days available in the pool.

Rules and Regulations

After the sick leave pool committee is formed, the members will meet to develop its operating rules and regulations.

Maximum

The maximum number of days accumulated from employee annual contributions will be 100 days.