

MASTER SICK BANK

INFORMATION AND APPLICATION

The TEA Collective Bargaining Agreement has established a Master Sick Bank for the use of its members in certain circumstances. The Master Sick Bank provides sick days for teachers who have exhausted their sick and personal business days. Teachers must use their own accumulated leave days until they are exhausted before they are eligible* for days from the Master Sick Bank. A teacher may be granted days from the Master Sick Bank to cover workdays through the sixtieth (60th) calendar day of absence. For example, a teacher has 10 accumulated leaves days and their first day of absence is September 10th, the teacher must use their 10 sick days and then may be granted days to cover the remaining scheduled work days for the remainder of their disability period or through November 10th, whichever is first.

Beginning with the 61st consecutive calendar day of absence a teacher who has exhausted his/her own accumulated leave days is eligible for long term disability. Long term disability insurance provides a teacher with 66 2/3% of their salary. Teachers cannot collect long term disability insurance until 60 consecutive calendar days of absence have occurred. If a teacher still has accumulated leave days as of the 61st consecutive calendar day of absence, the teacher must continue using their leave days until those days are exhausted before they are eligible for long term disability.

It is suggested that a teacher who intends to apply for long term disability insurance call MESSA at 1-800-292-4910, to obtain the necessary forms. As this process takes a few weeks, teachers should call MESSA as soon as they know their absence will exceed 60 days.

***Article 29.3 Eligibility – Master Sick Bank.** Any teacher shall be eligible to make application to the Sick Bank Committee for sick days of benefit after he/she has been incapacitated for at least fifteen (15) consecutive working days and has used all of his/her own allowance. If a teacher is incapacitated for at least fifteen (15) working days (not necessarily consecutive working days) in any one (1) year and there is further incapacitation which appears to be a recurrence of the same illness or accident and the same doctor who handled the case originally verified by written statement that such incapacitation is a recurrence, then the fifteen (15) consecutive day eligibility requirement could be waived in this instance at the discretion of the Sick Bank Committee.

Article 29.4 Application. Each application for sick days of benefit from the Master Sick Bank must be submitted on the Sick Bank Application form to the Sick Bank Committee, and such application will be approved or rejected on the basis of the individual teacher's circumstances. All applications must be accompanied by supporting doctor's statements.