



Catastrophic Leave Bank



The Catastrophic Leave Bank was created to provide employees with financial support in the event of a catastrophic illness for either themselves or an immediate family member when taking extended time off work will create a financial hardship for the employee because he/she has exhausted all his/her sick leave, excluding differential leave. A doctor's verification is required.

All credentialed employees of the District covered by this agreement (excluding substitutes) with one year of service within the District are eligible to contribute to the Bank. HR. will send out a notice to donate a Personal Necessity (PN) Day to the bank. Employees must initially enroll during this open enrollment (October 1st to 31st) window. Each employee will donate one Personal Necessity (PN) day to participate. When the Bank drops below twenty-five percent of the amount equivalent to the number of members in the Bank an additional day of contribution shall be required of each member. The member may, within 30 calendar days, either contribute or cancel. PN/Sick leave contributed to the Bank shall not be returned.

There is a big difference if you are using catastrophic leave for yourself or if you are using it to take care of a family member. Please note: For the purpose of Catastrophic Leave, "immediate family shall be defined as spouse, domestic partner, child, step-child, parent, and any relative currently living in the immediate household of the employee. Catastrophic leave requires that you use all other available leaves before you can access the catastrophic leave bank.

- A) Using the bank because of an illness of the employee - when the employee is using catastrophic leave for themselves. All sick leave must be exhausted to apply for Catastrophic Leave. The first ten (10) duty days of catastrophic illness or disability must be covered by the participant's own sick leave, differential leave, or leave without pay. If the same illness/injury recurs within twelve months of the beginning of the leave, the ten-day requirement will be waived.
- B) Leave for employee to care for an immediate family member- when an employee is using catastrophic leave to care for a family member. All sick leave must be exhausted to apply for Catastrophic Leave. The employee must use the first ten duty days of catastrophic illness or disability from the participant's own sick leave, differential leave, or leave without pay. Family members may apply for catastrophic leave on behalf of the unit member.

If the unit member is eligible to receive Workers Compensation or Disability Insurance, no leave will be granted until compensation is exhausted.

Leave is granted for up to thirty (30) work days at a time to a maximum of ninety (90) work days. The ninety (90) work day limit may be waived by a unanimous vote of the Catastrophic Leave Committee.

Additional questions can be directed to the FCUSD Human Resources Department.

Developed by Elk Grove Teacher Association