

## **SICK DAYS**

Did you know that you have an ETSB one-time, non-moneyable bank of days?

When you first become employed by the ETSB, you are given a one-time-only bank of 6 non-moneyable sick days. So, when you are sick, one of four possible scenarios kicks in: 1) You use sick days from your yearly bank. 2) If you have used all your yearly sick days, the Board will automatically check your one-time-only bank and use those. If you are a part-time teacher you will get a % reflective of the percent of your contract. 3) You have used your yearly and one-time-only bank, but you have a bank of moneyable sick days from the past (sick days have not been “banked” since 2015), you can use those – but you have to ask that they be used. 4) If you are out of any possible sick days, the days you are sick will be considered a Leave-of-Absence Without Pay.

The following explains the different types of sick days. The number of sick days credited to you for the current year, as well as any banked sick days from previous years, appears on the individual information sheet under the section “Bank of Sick Days”. This sheet is provided to each teacher by the School Board in the fall.

Every full time teacher will receive 6 moneyable sick days at the outset of each new school year. A part time teacher will receive the number of moneyable sick days in proportion to the percentage of their contract. For example a 70% part time teacher would receive 4.2 ( $6 \times 0.70$ ) moneyable sick days. On your individual information sheet this would be the number of days in Code 01: Moneyable Sick Leave. As of September 2016, any unused moneyable sick days will be paid out to the teacher at the end of the school year or upon the termination of a contract.

From 1999-2015, the moneyable sick days were “banked”. On your individual information sheet you will note if you have any banked days from this period as it will appear as Code 55: Teacher Sick Leave Credit. Only full time teachers were able to bank these days, any teacher on a part time contract would have been paid out for any sick days at the end of their contract. The number of days banked each year was the number of moneyable sick days remaining at year-end minus one. This was a result of the government demanding concessions which valued 100 million dollars from the teachers and this concession was valued at 10 million dollars. For example, if a teacher had 4.3 moneyable sick days remaining at year end, then 3.3 days ( $4.3 - 1$ ) would be placed in the code 55 bank. The sick days in this bank will be paid out upon the retirement of the teacher or upon their resignation from the School Board. The number of banked days will be paid out at the rate of a teaching day of the last year taught, and not at the rate of when they were banked.

From 1995-1998, the moneyable sick days were “banked”. On your individual information sheet you will note if you have any banked days from this period as it will appear as Code 20: Reserve Sick Leave. Only full time teachers were able to bank these days. Part time teachers were paid out for their moneyable sick days. The sick days in this bank will be paid out to the teacher upon their retirement or upon their resignation from the School Board. The number of banked days will be paid out at the rate of a teaching day of the last year taught, and not at the rate of when they were banked.

Every full-time teacher will receive 6 non-moneyable sick days at the outset of their career with the School Board. These six days are for the career of a teacher. These days are never replenished. A part time teacher will receive the number of non-moneyable days in proportion to their contract. For example, a part time teacher with a 60% contract would receive 3.6 ( $6 \times 0.60$ ) non-moneyable days. A part time teacher will continue to add to their bank of non-moneyable days until a maximum of 6 is attained. For example, if the same teacher who had the 60% contract the first year received a 50% part time contract the following year, then that teacher would be allotted 2.4 non-moneyable days. The calculation would have been  $6 \times 0.50 = 3$ , however since the teacher already had 3.6 days in the non-moneyable allotment, the maximum the teacher could add is 2.4 days to bring them to the maximum of 6 days. The non-moneyable days are listed on the individual information sheet as Code 03: Non-Moneyable Sick Leave. The non-moneyable days will not be paid out upon the retirement or resignation of the teacher.

Please note that when a teacher is required to use a sick day(s), they will be taken in the following order. If a code is depleted, then the next code is used.

- \* Code 01: Moneyable Sick Leave (moneyable at year-end)
- \* Code 55: Teacher Sick Leave Credit (banked days, paid out upon retirement or resignation)
- \* Code 20: Reserve Sick Leave (banked days, paid out upon retirement or resignation)
- \* Code 03: Non-Moneyable Sick Leave (non-moneyable)

When a teacher falls sick for an extended period with a doctor’s note and is allotted salary insurance, the first five days come from the sick days in the order previously described.