

# JUNEAU EDUCATION ASSOCIATION SICK LEAVE BANK DONATION FORM

The Juneau Education Association (JEA) has negotiated an employment benefit with the Juneau School District for all certificated personnel covered by the JEA Negotiated Agreement. The Agreement states:

*“A Sick Leave Bank will be established to enable a certificated employee (because of unusual circumstances) to receive up to, but not more than twice (2) the number of sick leave days s/he has credited to him/her at the first day of the school year, or 24 days, whichever is the greater. All sick leave and personal leave must be expended prior to eligibility for the Sick Leave Bank.*

Due to the Sick Leave Bank being overdrawn, JEA and JSD have agreed to a letter of agreement whereby JEA will repay the district for SLB days taken beyond the amount deposited in the bank. This will require JEA to conduct an annual draw until the deficit has been repaid. Please see the language of the LOA on the back of this form.

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- I wish to donate one or more days (7.5 hours each) in accordance with the provisions in the JEA Negotiated Agreement, or successive agreements.

Employee Printed Name \_\_\_\_\_

Employee Signature \_\_\_\_\_

Date \_\_\_\_\_ School \_\_\_\_\_

Number of days I wish to donate to Sick Leave Bank \_\_\_\_\_

*Please send this form in district email to Barbara Bonner at JDHS*

Letter of Agreement

Between the

Juneau School District

And the

Juneau Education Association

Re: Sick Leave Bank Balance

The Juneau School District ("District") and the Juneau Education Association ("Association") enter into this LOA to resolve the negative balance in the Sick Leave Bank that has accrued.

After the Sick Leave Bank sign up closes, the Association will transfer half of the leave hours collected and retain the other half of the hours for Sick Leave Bank use through the school year.

The Association shall transfer any hours that remain in the Sick Leave Bank on the last contract day of the school year to the District until the debt is paid in full.

Members of the Sick Leave Bank may elect to donate additional sick leave at any time during the school year in any amount with 50% of all donations going to the debt. In the event there is an abundance of donations, it is agreed that no more than 4,500 hours can be accumulated in the Sick Leave Bank account. Any amount over 4,500 hours will be transferred to the District to continue working to satisfy the debt.

For the sole purpose of this LOA, and only this LOA, it is understood that reference to the school year is from the first day of contract to the last day of the contract year.

The District and Association will reconcile the Sick Leave Bank balance four times a year, on or before March 30, June 30, September 30, December 15. The Association will initiate a meeting.

Parties agree to come back together and work collaboratively to find agreement, should any other issue arise that hasn't been discussed or outlined in this agreement.

This Letter of Agreement will remain in effect until there is a positive balance in the sick leave bank on the last contract day of a school year.

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For the District

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For the Association

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Date

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Date