



North East Independent School District Catastrophic Sick Leave Bank

What Is The NEISD Catastrophic Sick Leave Bank?

The NEISD Catastrophic Sick Leave Bank is a voluntary employee benefit program developed to provide up to 45 paid days to members who have suffered a catastrophic illness or injury.

The Catastrophic Sick Leave Bank has strict criteria and is for such medical conditions that are usually considered life-threatening or with the threat of serious residual disability.

CSLB approved awards must meet **all** of the following eligibility criteria;

- ⇒ Employee must be a member of the CSLB.
- ⇒ Employee must make a three day donation.
- ⇒ The three day donation must have been earned in accordance with leave guidelines.
- ⇒ Employee must exhaust all accrued leave time available first.
- ⇒ Employee must be absent for a minimum of five consecutive workdays.

Employee must also have **one** of the following listed eligibility criteria;

- ⇒ Inpatient facility admission (room and board charges are required)
- ⇒ Cancer with chemo therapy or radiation treatments
- ⇒ High risk pregnancy with required bedrest
- ⇒ Hospice admission
- ⇒ Serious mental illness
as defined by the Texas Insurance code sec. 1355.001

The complete CSLB handbook can be found on the NEISD Employee Benefits web page at www.neisd.net/benefits.

Open Enrollment

Employees may join the Catastrophic Sick Leave Bank during the annual open enrollment period, or if a new employee, during the first 31 calendar days from hire date.

Who Is Eligible

All employees of the North East Independent School District earning sick leave days from the District are eligible for membership.

How To Enroll

Application to become a member of the CSLB is done through Lawson ESS as new hire or during the district's annual open enrollment. To become a member of the Bank, an employee must contribute three days from his/her accrued or anticipated local sick leave for the current calendar year.

The contributed days will be subtracted from the member's local sick leave record and become the property of the NEISD Catastrophic Sick Leave Bank. Existing employees who wish to join the Bank must do so during the district's annual online open enrollment.

2019-20 NEISD Catastrophic Sick Leave Bank Balance

With a total of 4,507 classified and certified employees choosing to participate, the NEISD Catastrophic Sick Leave Bank was again a success. The Catastrophic Sick Leave Bank was able to grant 63 requests during the 2019-2020 school year, of which 1,163 days were paid. Since the Bank balance at the end of the 2019-20 year was approximately 10,861 days, no additional days will be required to be donated by the current participants in the Fall of 2020, with the exception of those who received approved CSLB days during the 2019-2020 school year.

Catastrophic Sick Leave Bank Board of Directors

The purpose of the Board of Directors is to monitor Bank usage and to hear appeals, if any, regarding the Catastrophic Sick Leave Bank. The Board of Directors is elected by the members representing all employee groups.

The following is a listing of the NEISD Catastrophic Sick Leave Bank Board of Directors:

*Elementary School	-
Elementary School	- Linda Barraza, Cibolo Green ES
*Middle School	-
Middle School	- Sheridan Decastro, Harris MS
*High School	-
High School	- Maud Garrison-Thorp, Madison HS
*Administrative	-
*School Nutrition	-
*Transportation	-
Maintenance	- Nancy Flores, Maintenance
Admin. & Instr. Support	- Letisia Quintana, Guidance Services
Police, Media, DP, MIS, & Network Svc., Electronic & Print Svc.	- Carlos Elizondo, Media Production

***Annual Spring CSLB elections delayed due to covid-19. Elections currently in process.**