

### **Other Collective Agreement clauses – sick leave and benefits**

6.3 A. Sick Leave. Teachers with less than six (6) months service will, receive two (2) teaching days per month of paid sick leave, for the purpose of necessary medical or dental treatment or because of accident, sickness or disability. The two (2) teaching days per month will be pro-rated and credited for the first month of the teacher's employment based on their date of commencement of employment. For the second and subsequent months, the two (2) teaching days per month will be credited to the teacher on the first day of each month. Teachers in the employ of the District for more than six (6) months will be granted up to ninety (90) calendar days.

B. Duration of Sick Leave. After ninety (90) calendar days of continuous absence due to medical disability, no further salary shall be paid and the Long Term Disability Plan shall take effect.

A teacher who is absent because of accident, sickness or disability during a vacation period, the first day of sick leave for the teacher will be the first day the teacher was required to be at work following the vacation period.

C. Sick Leave Coverage. A teacher who has been absent due to medical disability shall, upon return to full-time duty, have the ninety (90) calendar days of sick leave entitlement reinstated.

However, should the teacher after having returned to work from the Long Term Disability Plan suffer from a recurrence of the same disabling condition within six (6) months, the teacher shall apply for Long Term Disability benefits immediately. Once approved the Long Term Disability benefit shall be effective the first day of absence due to the recurrence.

D. Sick Leave Documentation. Before any payment is made under the foregoing regulations, the teacher shall provide:

(i) A teacher who is absent for necessary medical or dental treatment or because of accident, sickness or disability for more than three (3) consecutive school days shall present a District Medical Form to the District. A teacher who is absent for the aforementioned reasons for up to three (3) consecutive school days may be required to present a District Medical Form to the District provided that the teacher is informed of such requirement on the day of absence or as soon thereafter as the teacher can be contacted by the District and Local 55 of the Association shall be so informed in writing.

(ii) When the sickness extends for a period of over one (1) month, the employee may, at the discretion of the District, be called upon to furnish a further District Medical Form at the end of each month during the duration of the sickness.

(iii) Prior to returning to work after an absence due to illness of over twenty (20) calendar days, an employee shall supply a satisfactory District Medical Form, signed by a qualified medical practitioner.

(iv) The District may direct a teacher to be examined by the District's appointed physician and/or to a Functional Work Assessment at the expense of the District, provided that both the teacher and the Executive Assistant of Local 55 are so informed in writing.

8.2 Group Insurance. Effective September 1, 1994, the District shall effect and maintain the group insurance plans and contribute to premium costs as follows:

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|-----|---|------|
| (a) | Major Medical Benefit   | 100% |
| (b) | Group Life and Accidental Death and Dismemberment Insurance   | 100% |
| (c) | Long Term Disability Insurance  | 100% |
| (d) | Dental Care Insurance   | 100% |
|     | Teachers new to the school district must become members of the plan unless already covered by another plan. |      |
| (e) | Vision Care   | 100% |
| (f) | Personal Health Spending Account  |      |

The District will contribute an annual amount of one percent (1%) of the teacher's actual annual salary in accordance with the Basic Salary Schedule and allowance (if applicable), will be allocated to the teacher's PHSA account annually.

The unused balance is carried forward to the next plan year. The carry forward amount must be used by the end of that year, or it will be lost. Teachers leaving the employ of the District for any reason will automatically forfeit any unused balance.

Dental Care Insurance, Long Term Disability Insurance, Group Life and Accidental Death and Dismemberment Insurance, Vision Care Plan and Personal Health Spending Account are to be applicable to teachers with more than six (6) months of service.