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.

2017-18 NEISD Catastrophic Sick Leave Bank Balance
With a total of 5,684 classified and certified employees choosing to participate, the NEISD Catastrophic Sick Leave Bank was a success. The Catastrophic Sick Leave Bank was able to grant 89 requests during the 2017-18 school year, of which 1,623 days were paid. Since the Bank balance at the end of the 2017-18 year was approximately 9,455 days, no additional days will be required to be donated by the current participants in the Fall of 2018, with the exception of those who received approved CSLB days during the 2017-2018 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 | - Anita Hernandez, Roan Forest ES
| *Elementary School | - Tracy McDonald, Northern Hills ES
| Middle School | - Elizabeth Pirtle, Bradley MS
| *Middle School | - Michelle Davenport, Nimitz MS
| High School | - Steve Albert, MacArthur HS
| *High School | - Patty O’Connor, Madison HS
| Administrative | - Shannon Bennett, Madison HS
| *Admin. & Instr. Support | - Edith Broadnax, RAMEC
| School Nutrition | - Agueda Vasquez, School Nutrition
| Transportation | - Kevin Murray, Terminal Supervisor
| *Police, Media, DP, MIS, & Network Svc., Electronic & Print Svc. | - Luis Acevedo, Data Processing

* Newly Elected Sick Leave Bank Board Members for 2018-2020

North East Independent School District
Catastrophic Sick Leave Bank

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