Change in Sick Bank Protocol

The superintendent and the executive board of the Mt. Blue Regional School District Education Association (MBRSDEA) (following internal conversations) have come to an agreement that, for the upcoming school year (2022-23), the protocol involving the sick bank donations will change. The sick bank was negotiated between the school district and the local association many contracts ago and continues to be a benefit to everyone under the professional staff contract.

As many of you know, in the past, staff have had to opt in if they wanted to donate a day. The sick bank approval process has been unclear, and the need to donate has largely gone unexplained. We would like to clarify both things and explain the rationale for the protocol change, which we hope to discuss in the upcoming negotiations.

First, the purpose of the sick bank is to help staff in case of an emergency when they have run out of sick time. The contract has language that allows for a maximum number of days to be withdrawn. If a staff member who DID contribute one day to the sick bank in a given school year needs additional sick time, they are eligible to apply for days from the sick bank. If they chose NOT to donate, and they have a need, their options are extremely limited and may result in unpaid days.

The process is as follows for employees who have opted into the sick bank:

1. The staff member contacts the association for the form to complete.
2. The staff member completes the form and sends it to the association president, who then contacts the superintendent's office.
3. A committee consisting of four members (2 from the district, 2 from the local union) meet to discuss the situation in a confidential meeting.

4. A decision is made by the committee by consensus.
5. The staff member is contacted regarding the decision of the committee.

Last year, the district members were Superintendent Christian Elkington and RSU 9 Board Chair Carol Coles, and for the professional staff, the union representatives were Matt Allen and Doug Hodum.

The rationale for changing our approach to this situation is that circumstances have arisen in the past few years where staff members have run out of sick time but have suffered significant illness. Some of those staff members have not opted into the sick bank and have been faced with unfortunate circumstances, sometimes simply because they were unaware of the purpose and/or process of the sick bank.

Therefore, for the upcoming school year, **all staff who are part of the professional staff contract will be automatically donating one sick day to the sick bank UNLESS they opt out.** The form to opt out will be similar to the opt in form we have used in the past and will need to be completed by the same date as all the other paperwork.

If you have any questions or concerns, please contact Doug Hodum (dhodum@mtbluersd.org or 207 491 2558) or Chris Elkington in Central Office.

22 Aug. 22

Doug Hodum/ Date
MBRSDEA

8/23/2022

Christian Elkington/ Date
RSU 9 Superintendent