**THIS IS AN INFORMATION PAPER**

**TO: MEMBERS OF THE HARDIN COUNTY BOARD OF EDUCATION**

**FROM: TERESA MORGAN, Superintendent**

**DATE: JUNE 21, 2018**

**SUBJECT: INFORMATION REGARDING SICK BANK POLICY**

The sick leave statute KRS 161.155 allows school districts to have a certified and classified sick bank but most districts have moved away from such. From a policy point (and since we have a sick leave donation program as required by statute), KSBA and NSBA recommend that districts do away with the sick bank for several reasons to include confidentiality, eligibility issues, and the coordination with Workers’ Compensation and/or Family and Medical Leave Act.

In 1998, the legislature put the sick leave donation requirement into law. With the legally required sick leave donation language (which is covered in 03.1232 and 03.2232), many districts decided to phase out the sick leave bank. In the policy changes brought to you for approval at the June 2018 Board meeting, I have recommended the dissolution of the classified and certified sick leave banks. This will in no way affect the sick leave donation program.

Since our current policy does not have specific dissolution procedures, the following procedures will be followed until all current days have been exhausted.

* All employees who are members of the certified or classified sick bank as of June 30, 2018, shall remain members without additional contributions until all days in the respective sick bank are exhausted.
* There will be no new members allowed to enroll and only current members will be allowed to draw upon the sick bank until all the days have been exhausted.
* The current procedures to request days from the sick bank shall remain in effect until all days have been exhausted.