

Frequently Asked Questions

Why do we have to cap sick leave?

- Hypothetical situation: someone has 4 years of sick leave saved up
- It is not realistic to pay him/her for four years and pay for a temp/sub to do the employee's job
- Capping sick leave gets rid of this liability

Can we move to PTO (paid time off)?

- PTO is a one bank approach to leave (combination of annual leave and sick leave)
- PTO is almost impossible to do with the school division
- We need to have commonality between systems

Do we lose our sick days that we have already accrued?

- We are thinking about a generous cap
- Sick leave currently accrued above the cap would go into your own FML bank
- Short term and long term disability is not for family members, but for you
- Your own FML bank would be a safety net for current employees with lots of sick leave accrued

How would your own FML bank work?

- Example: The cap is at 1000 hours
- Anyone who has 1500 hours, 500 hours go into their personal FML bank
- Everyone is level at 1000
- As you use regular sick leave, you'll go below the cap, and you'll accrue sick leave back up to the cap
- The personal FML bank would be unaffected unless you had an FML situation

Can we keep accruing leave past the cap?

- We propose it would work like the annual leave cap
- We need a cost-neutral solution; accruing leave past the cap would not reduce our sick leave liability
- Remember: when you leave your job there is no payout for sick leave accrued (unless you are grandfathered)
- Only annual leave gets paid out to the cap

How does FMLA relate to sick leave benefits?

- Federal government controls eligibility for FMLA
- The bank would be for your own FMLA situations
- FMLA operates alongside any current leave benefits
 - This includes sick leave, annual leave and worker's compensation
 - Max of 12 weeks or 60 days

What about supplementing short term disability?

- There is no requirement under VRS to supplement or not
- If an employee is at 60% income replacement, he/she has a 40% supplement need
- If we allow supplement, we will need to figure out how many hours the employee needs to be at 100%, then we would use sick leave to supplement

How many days do you need to be sick before short-term disability benefits start?

- Short term disability starts on the 8th calendar day
- Maximum of 125 days

Is there a waiting period before you are eligible as a new hire to get short term disability?

- Hybrid plan's standard waiting period is 1 year
- Possibility that the waiting period might change (to be shorter)
- First, we need to decide whether we are going to have a unified solution before we look at the details