



Catastrophic Illness Leave

PFT Rep Council

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Important Things to Know

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New MOU: Eligibility Enhancements

- Number of accrued sick leave days required to be eligible to donate and join the Bank has been lowered.
 - Used to be 4 days as of June 30; Now 1 day as of October 1
- Opportunities to donate and join the Bank will be offered annually, rather than every three years.



New MOU: Primary vs. Secondary Drive

- 2024-25 Drive = Primary Drive
 - Those who donated in the fall 2024 drive shall remain members of the Bank for the 2024-25, 2025-26, and 2026-27 school years.
 - Current members of the Bank will not be a part of this year's drive.
 - Primary Catastrophic Leave Drives will occur every third year (fall 2024, fall 2027, fall 2030, etc.).



New MOU: Primary vs. Secondary Drive

- 2025-26 & 2026-27 Drives = Secondary Drives
 - This year's drive (and next year's) are for new employees and those who did not choose to join the previous year.
 - Must have at least one earned sick day by Oct. 1 to donate and join
 - Those who join this year or next year, or in any secondary drive going forward, will be members of the Bank for the remaining years of the three-year cycle.
 - If a member joins this year, they are in for 2025-26 & 2026-27
 - If a member joins next year, they are in for 2026-27 only



New MOU: Primary vs. Secondary Drive

- A new Primary Drive will occur fall of 2027 and the three-year cycle will be for 2027-28, 2028-29, and 2029-30
- Secondary Drives will occur in fall 2028 and fall 2029

Catastrophic Leave Drive Kick-off

- Targeting Monday, October 20 to launch a two-week drive
- Members eligible to donate and join the Bank will receive emails from payroll@powayusd.com.

What is earned sick leave?

- Our full sick leave allotment is “frontloaded to us” at the start of each school year.
- Even though we can access our entire annual allotment up front, we must work in paid status to earn each of our sick days over the course of the year.
- By October 1, PFT unit members working in paid status since the first workday will have earned at least one (1) day of sick leave that can be used to donate and join the Catastrophic Leave Bank.
- NOTE: Members do not earn sick leave days when on an unpaid leave during the school year. If a member has used a sick day they did not earn, they will owe the district money.

Should a member with a low leave balance donate and join the Bank?

- Personal decision
- Being a member of the Bank is like insurance
 - It can provide up to 50 days at full pay to help you if you (or an immediate family member) become catastrophically ill and you have exhausted all your leave options.
- Donating one day reduces your sick leave balance and donations are irrevocable. Your pay can be impacted if you run out of sick leave.

When and how is my pay impacted when I'm on medical leave for myself?

- Accrued Sick Leave: Fully paid.
- 3 Compelling Reasons Days: Fully paid and can be accessed at any time in this process at the discretion of the unit member but also must be exhausted to be considered for Catastrophic Leave.
- Extended Sick Leave: Differential pay. Up to 100 workdays at full salary, less half the daily rate on the lowest cell (B2) of salary schedule I, which is currently a deduction of \$158 per day.
- Catastrophic Leave: If the unit member remains medically unable to work, meets the definition of catastrophic illness or injury, and all qualifying leave options have been exhausted, the unit member can apply for up to 50 days of fully paid catastrophic leave, IF they donated to and are a member of the Bank.
- Unpaid Leave: No salary. The unit member pays the full cost of health and welfare benefits. Premiums are no longer subsidized by the district and become very expensive.

When and how is my pay impacted when I'm on leave when my care is required for a family member?

- Personal Necessity Leave: Fully paid; comes from your accrued sick leave.
- 3 Compelling Reasons Days: Fully paid and can be accessed at any time in this process at the discretion of the unit member but also must be exhausted to be considered for Catastrophic Leave.
- Five Additional Personal Necessity Days: Differential pay. Up to 5 workdays at full salary, less half the daily rate on the lowest cell (B2) of salary schedule I, which is currently a deduction of \$158 per day.
- Catastrophic Leave: If the family of the unit member remains catastrophically ill and requires the unit member's care, and all qualifying leave options have been exhausted, the unit member can apply for up to 50 days of fully paid catastrophic leave, IF they donated to and are a member of the Bank.
- Unpaid Leave: No salary. The unit member pays the full cost of health and welfare benefits. Premiums are no longer subsidized by the district and become very expensive.