

**AMEND BOARD REPORT 05-0824-PO10
EMPLOYEES' SICK, PERSONAL AND VACATION BENEFIT DAYS POLICY**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the Chicago Board of Education ("Board") adopt amend the Employees' Sick, Personal and Vacation Benefit Days Policy.

PURPOSE: To establish eligibility criteria and terms and conditions for accrual, accumulation, use and payout of sick, personal and vacation leave benefit days in accordance with Board Rule 4-11 and to replace former Board Rules 4-7, 4-8, 4-8.1, 4-8.2, 4-8.3 and 4-35 which were repealed August 24, 2005.

To align policy with collective bargaining agreements, existing practices and state law.

I. Sick Leave Benefit Days. Effective July 1, 2004, all full-time employees, other than day-to-day substitute teachers, CADRE substitute teachers, retired teachers and miscellaneous employees, paid on an hourly, daily, weekly or monthly basis shall be eligible for annual sick days as hereinafter provided:

A. Definitions.

A "Sick Leave" as used in this Policy means leave for the employee's personal illness, suspension of

Finance Authority or the State of Illinois, upon the written request of the employee to the Chicago Public Schools Department of Human Resources within one year of the original appointment. For the purpose of this section and the following section, eligible employees shall be defined as those employees who have

previous employer, and were not dismissed for cause. For employees eligible for unused sick day pay upon separation from the Chicago Public Schools in accordance with paragraph I (I) of this Policy, the Board shall not pay the cash value conversion of any sick day transferred from any previous employer. Therefore, the total number of sick days transferred will be subtracted from the total number of sick days accumulated prior to pay out of unused sick day pay.

D. Sick Pay. Employees who use sick benefit days shall be paid their regular daily rate of pay for the sick

accordance with the following schedule.

Retirement Fund or the Municipal Employees Officers and Officials Annuity Benefit Fund; (2) intend to retire on or before June 30, 2007; (3) submit an irrevocable notice of their intent to retire and receive accelerated payments of pensionable benefit days in accordance with the schedule

[REDACTED]

set forth below and (A) have accumulated a sufficient number of pensionable benefit days at the

[REDACTED]

[REDACTED]

leave benefit days shall be granted personal leave benefit days prorated according to their date of hire as follows: those beginning employment between January 1 and March 31, three (3) days; those beginning

employment between April 1 and September 30, two (2) days; those beginning employment between October 1 and November 30, one (1) day; and, those beginning employment between December 1 and December 31, zero (0) days. Employees who use personal benefit days shall be paid their regular daily

.097 vacation days per day paid, not to exceed five (5) weeks or twenty-five (25) vacation benefit days per year for employees with twenty-one (21) or more years of service.

Unused vacation benefit days granted under this Section shall accumulate up to the maximum amounts set forth the Section III.A.4.

- 4. *Maximum Accrual.* The maximum accrual of unused regular and RS2 vacation days shall be limited to the following:

For service up to and including ten (10) years	40 days
For service eleven to twenty (20) years inclusive	53 days
For service for twenty-one (21) or more years	66 days

Once this maximum accrual of regular and RS2 vacation benefit days has been reached, no additional vacation time will be earned until the vacation balance falls below the above indicated

maximum of 40, 53 or 66 vacation days

F. Reserve Vacation Benefit Days. In addition to the regular vacation benefit days set forth in III(A)(1) of this Policy, the Chief Executive Officer may, in the exercise of his/her discretion, award employees

Days shall not be counted in the maximum accruals set forth in paragraph III (A) (4).

G. Payout and Transfer Unused Regular, Reserve and RS2 Vacation Benefit Days. Unused vacation benefit days shall be paid out or transferred in accordance with this paragraph. For purposes of vacation


Approved for consideration:

Approved/Submitted:

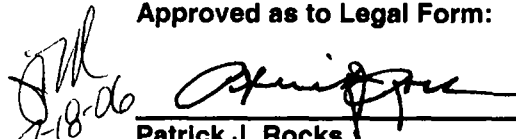
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