

April 28, 2021

**AMEND BOARD REPORT 17-1206-PO4**  
**PAID TIME OFF POLICY**

**THE CHIEF EXECUTIVE OFFICER RECOMMENDS:**

That the Chicago Board of Education ("Board") amend Board Report 17-1206-PO4 Paid Time Off Policy

The amendments to the policy adjust the maximum vacation accrual for Educational Support Personnel

within one year of separation shall ~~shall~~ will have a restoration of their unpaid accumulated sick days in their Grandfathered Sick Day Bank at time of separation.

C. *Transfer of Sick Days Earned at Other Agencies.* ~~Effective July 1, 2012, f~~ For new employees, the CEO or designee shall will not accept the transfer of accumulated sick days earned as a full-time employee of the City of Chicago, Chicago Housing Authority, Chicago Park District, County of Cook, Cook County Forest Preserve District, Metropolitan Water Reclamation District of Greater Chicago, School Finance Authority, City College of Chicago or the State of Illinois.

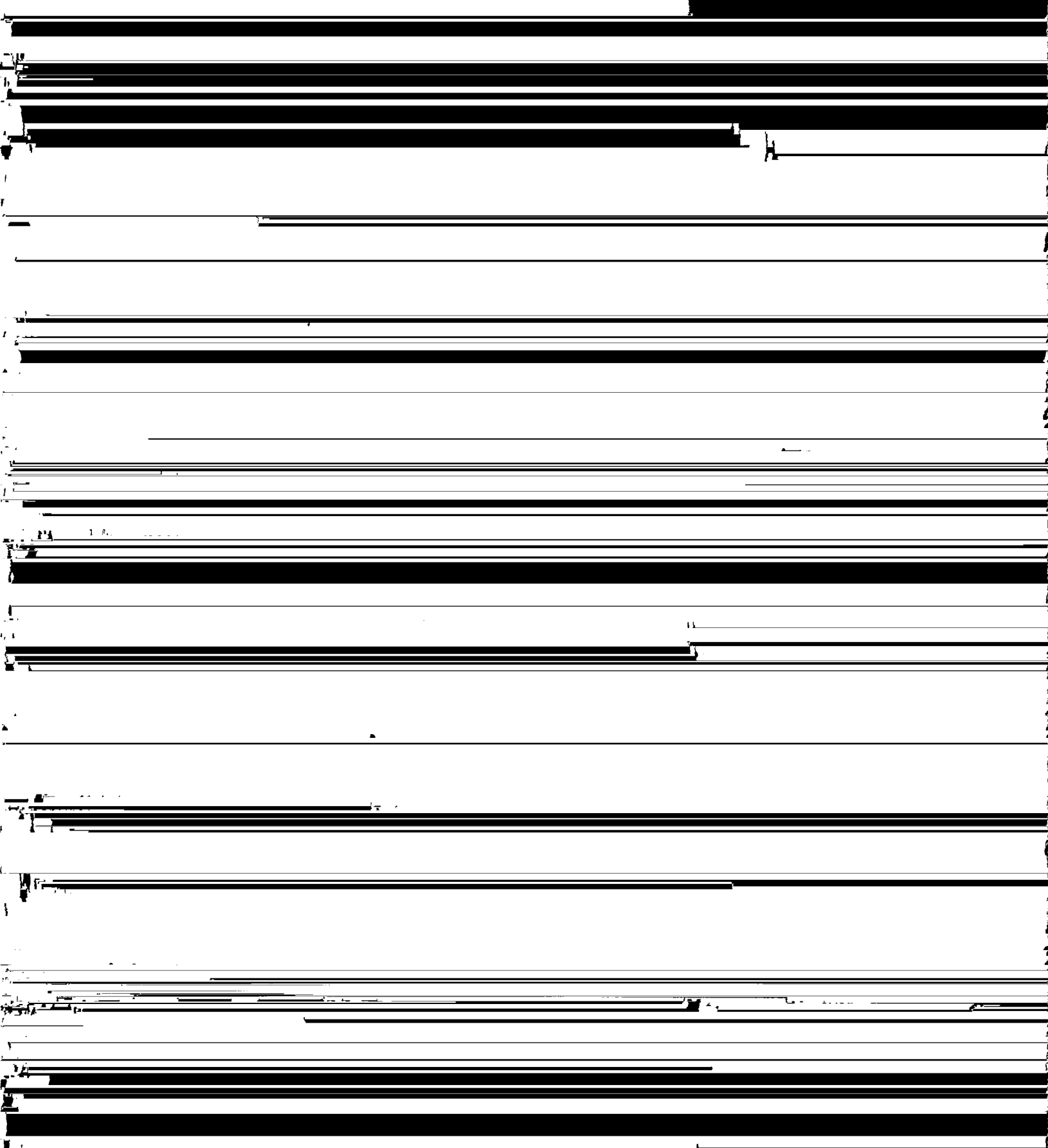
of other agency sick days occurring prior to July 1, 2012, such days are maintained in an Other Agency Sick Bank for use by the employee. Upon resignation or retirement, unused days remaining in the employee's Other Agency Day Bank are forfeited and are not subject to payout.

D. *Sick Pay.* Employees who use their sick days (whether Sick Days, Grandfathered Sick Days or Other Agency Sick Days) shall

retirement pension pursuant to Section 17-116 of the Illinois Pension Code or an annuity pursuant to

Sections 8-130, 131, or 132 of the Illinois Pension Code, and (ii) who has the equivalent of two thousand (\$2,000.00) dollars or more in his/her Grandfathered Sick Day Bank at the time of separation, the Board shall will contribute on behalf of an eligible employee to the Chicago Public Schools 403(b) Tax Deferred Compensation Plan (the "Plan") an amount equal to the lesser of (i) the applicable unused Grandfathered Sick Day Bank pay equivalent amount payable under Section I.H. of this Policy, or (ii) \$80,000 (the

<u>Years of Service</u>	<u>Accrual Rate</u>	<u>Maximum Accrual</u>
For service up to and including tax (40) years	0.0577%	0.0577%



unused vacation pay in accordance with formulas and eligibility criteria set forth in the following table.

bargaining agreements. In the event of an employee's death, the surviving spouse or estate shall ~~be~~ is entitled to receive payment for all of the employee's unused vacation days at the employee's prevailing salary. An employee transferring either from a school month to a calendar position or from a calendar to a school month position shall ~~will~~ receive payment for accumulated vacation days at the rate of pay immediately prior to the transfer.

**F. Exhaustion Hierarchy While on a Paid Leave of Absence.** For any applicable paid leave or paid leave benefit where employees are required to use benefit days, the following chart outlines the order in which benefit days must be used (note that if employees are on a "leave of absence" or "leave without pay" status, the following chart does not apply).

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