

**ADOPT NEW BOARD RULE 4-8.3.
UNUSED SICK DAYS TAX DEFERRED CONTRIBUTION PLAN**

THE GENERAL COUNSEL RECOMMENDS:

The General Counsel recommends adopting Board Rule 4-8.3 to establish an unused sick days tax deferred contribution plan for pension eligible employees at the time of their separation.

TEXT:

Sec. 4-8.3. Unused Sick Days Tax Deferred Contribution Plan.

Effective July 1, 2004, in lieu of the amount payable to eligible full-time employees at the time of

separation pursuant to Section 4-8.1, the Board of Education shall 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 sick pay equivalent amount payable under Section 4-8.1, or (ii) \$80,000 (the "Contribution"). This Contribution will be made for an eligible employee who (i)