

05-0824-P010

August 24, 2005

**ADOPT EMPLOYEES' SICK, PERSONAL AND VACATION
BENEFIT DAYS POLICY**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

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

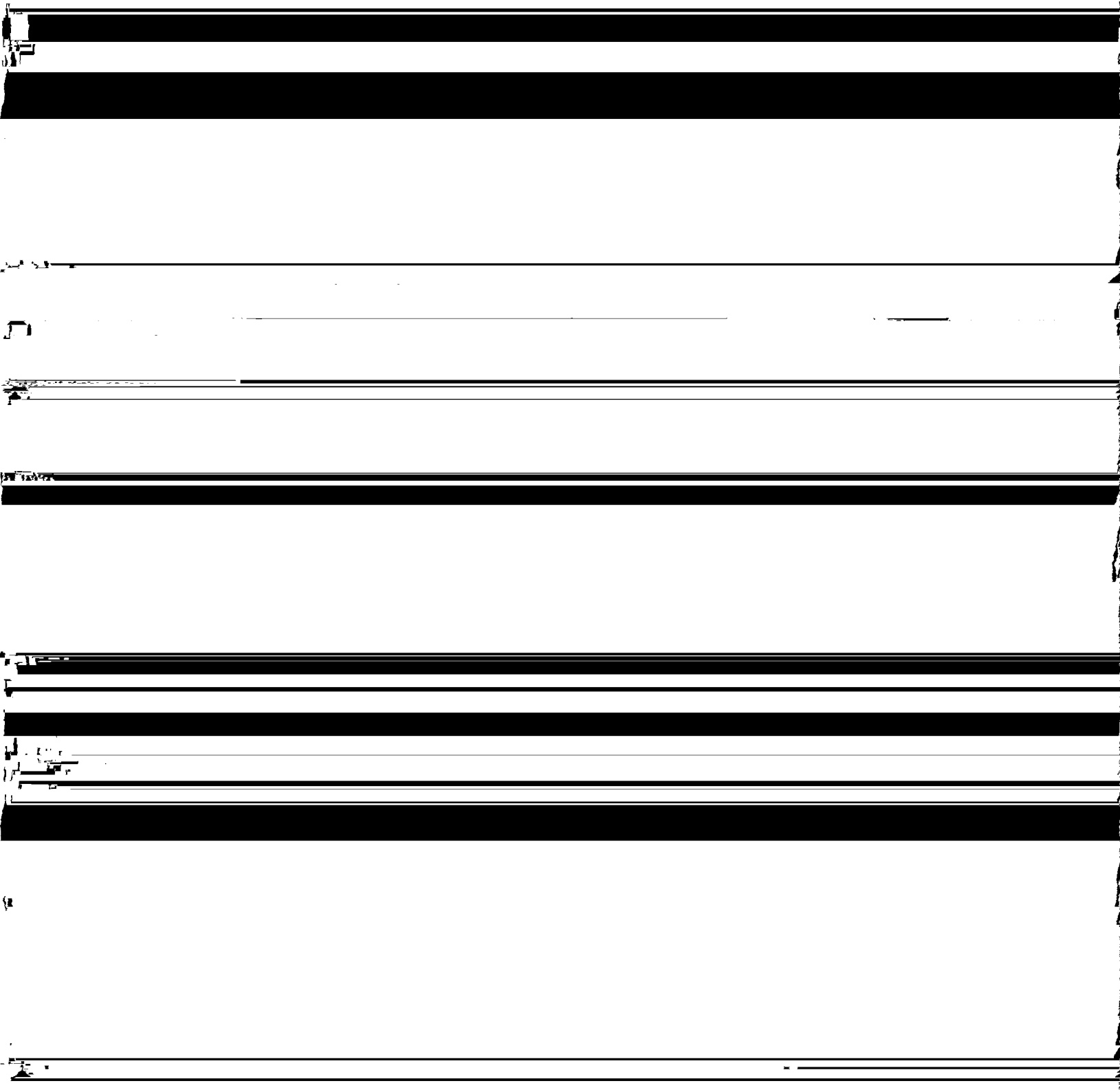
~~PURPOSE: To establish eligibility criteria and terms and conditions for accrual, accumulation, use and~~

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in accordance with Board Rule 4-11 and to replace former Board Rules 4-7, 4-8, 4-8.1, 4-8.2, 4-8.3 and 4-35 which were repealed August 24, 2005.

POLICY TEXT:

~~1. **Sick Leave** - Effective 8/24/05, all full-time employees shall accrue one day for every~~

pension fund of their 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 1(1) 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 days pay.



for the sick day at the time the sick day is taken. Teachers on extended programs, including

d. The granting of an employee's application to participate in the Board's Pension

payout in accordance with the following schedule.

<u>Qualifying Event</u>	<u>Percentage of Accumulated Sick Leave to be Paid Out</u>
Resignation or retirement with 33.95 or more years of service	100%

Pension Enhancement Program. Effective February 1, 2004, the Board established for [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

principals, assistant principals, and all non-union represented Board employees.

[REDACTED]

[REDACTED]

pension enhancement program that allows eligible employees to use designated sick days and/or non-pensionable vacation days ("non-pensionable benefit days") to increase the value

Accelerated payments for those retiring in Fiscal Year 2003-2004 will be made in a salary adjustment check on or after April 1, 2004, or as soon after the employee's retirement date as reasonably possible; for those employees retiring between July 1, 2004 and December 31, 2004 and for those retiring in 2005, 2006, and 2007 a salary adjustment check will be made within 120 days of the respective anniversary dates each year prior to retirement or as soon thereafter as reasonably possible.

II. **Personal Leave Benefit Days.** All employees, except substitute teachers, retired teachers and ~~miscellaneous employees shall be granted three (3) personal leave benefit days during the first payroll~~

period of each calendar year which eligible employees may use during the calendar year to conduct personal business without loss of pay or deduction from sick leave on the basis of and during the period ~~entitled for their position in the budget. Substitute teachers, retired teachers, and miscellaneous employees~~

3 Educational Support Personnel Educational support personnel paid on a per diem basis

1

in positions set up in the budget for at least 250 working days, employees paid on a weekly basis in positions set up in the budget for fifty-two (52) weeks or twelve (12)

up in the budget for 13 school months a year shall accrue regular vacation leave benefit

E. Adjustments to Service Credit.

1. Military Service. For the purpose of making such vacation allowances, employees who have returned from military service and who resume work with the Chicago Public Schools within sixty (60) days after a discharge other than dishonorable shall be

4. *Unused Vacation at Transfer to Calendar Month Position.* Effective September 1, 1990, an employee transferring from a school month to a calendar position shall be credited

vacation time for the number of days of vacation pay earned at the time of transfer.

5. *Unused Vacation at Transfer to School Month Position.* Effective September 1, 1990, an employee transferring from a calendar to a school month position shall receive payment for accumulated vacation days at the rate of pay immediately prior to the transfer.
6. *Displaced Appointed Teachers and Temporarily Assigned Teachers Earned and Unused Regular Vacation Payout.* An appointed teacher or temporary assigned teacher who is displaced shall be paid out any earned and unused vacation pay in accordance with