

ADOPT NEW SUPPLEMENTAL FAMILY AND MEDICAL LEAVE POLICY

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the Chicago Board of Education ("Board") adopt new Supplemental Family and Medical Leave Policy.

PURPOSE: To establish eligibility criteria and terms and conditions for family and medical leaves for all

to be used under the Family and Medical Leave Act and to replace former Board Rules 4.22, 4.24, 4.27 and

1. Eligibility for Supplemental Childbearing Leave: Associated teachers who are eligible for a

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Eligible for a childbearing leave if the associated teacher exhibits evidence of domestic

6. *Seniority/Breaks in Service.* An appointed teacher's seniority date shall be adjusted for each day of a supplemental child-rearing leave that exceeds ten (10) work months. The probationary period of any appointed teacher shall be extended by the length of the

supplemental childrearing leave, if the leave exceeds thirty (30) calendar days.

B. *Appointed Teachers' Supplemental Personal Illness Leave*

1. *Eligibility for Leave.* An appointed teacher who is eligible for a family and medical leave under the Board's Family and Medical Leave Policy shall be eligible for a supplemental personal illness leave for all periods of absence due to an appointed teacher's personal illness and resulting inability to work, including a pregnancy-related disability, that exceed ten (10) consecutive workdays.
2. *Duration of Leave.* A personal illness leave granted to an appointed teacher may be extended for up to a total of twenty-five (25) work months in aggregate.
3. *Termination of Leave.* A personal illness leave shall terminate at the conclusion of the leave or any extension granted, when the appointed teacher is able to return to work, or at the conclusion of twenty-five (25) work months, whichever is earliest.
4. *Appointed Teachers' Rights to Position on Termination of Personal Illness Leave.*
 - a. *Return at or Within Ten (10) Work Months.* Appointed teachers' positions shall be

5. *Pay During Personal Illness Leave.* Supplemental personal illness leave shall be unpaid unless the appointed teacher is otherwise eligible to use accrued benefit time during that leave in accordance with applicable Board Rules or Policies.
6. *Seniority/Breaks in Service.* An appointed teacher's seniority date shall be adjusted for each day of a supplemental personal illness leave that exceeds ten (10) work months. The probationary period of any appointed teacher shall be extended by the length of the supplemental personal illness leave, if the leave exceeds thirty (30) calendar days.

C. *Appointed Teachers' Supplemental Family Illness Leaves*

Eligibility for leave. An appointed teacher who is eligible for family and medical leave of

temporarily assigned teacher's personal illness and resulting inability to work, including a pregnancy-related disability, that exceed ten (10) consecutive workdays.

2. *Duration of leave.* A temporarily assigned teacher's supplemental personal illness leave

may be granted for up to five (5) consecutive work months and extended within the discretion of the Chief Executive Officer or designee, provided that no personal illness leave shall extend beyond the end of the school year in which it was granted.

3. *Temporarily Assigned Teachers' Rights to Position on Conclusion of Supplemental Personal Illness Leave.* A temporarily assigned teacher has no right to return to his/her temporary position at the conclusion of a supplemental personal illness leave and the school principal may fill the temporary position with another temporarily assigned teacher or an appointed teacher as soon as the leave is granted. A temporarily assigned teacher's right to the leave shall not be affected when his/her position is filled by another

5. *Pay During Supplemental Family Illness Leave.* Supplemental family illness leaves shall be unpaid unless the temporarily assigned teacher is otherwise eligible to use accrued benefit time during that leave in accordance with applicable Board Rules or Policies.
6. *Seniority/Breaks in Service.* A temporarily assigned teacher's seniority date shall be not be affected by a supplemental family illness leave provided that the temporarily assigned teacher returns to work at the conclusion of the leave.

14 Educational Support Personnel, Principals, Assistant Principals, and Certified

Approved for Consideration:

Barbara Eason-Watkins

Barbara Eason-Watkins
Chief Education Officer

Respectfully Submitted:

Arne Duncan

Arne Duncan
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