

AMEND BOARD REPORT 06-0726-PO5
EMPLOYEES' SICK, PERSONAL AND VACATION BENEFIT DAYS POLICY

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

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

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

POLICY TEXT:

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.

1. "Sick Leave" as used in this Policy means leave for the employee's personal illness, quarantine at home by a duly authorized public health official, serious illness in the immediate family or household, or death of a relative.
2. "Immediate Family or Household" means the employee's parent, grandparent, child, grandchild, brother, sister, spouse, domestic partner as defined hereinafter, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, nephew, niece, uncle, aunt, and cousin.

defined as those employees who have resigned but are not currently receiving pension benefits from the applicable 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 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

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

2. *Amount of Sick Leave Payout.* Eligible employees shall be entitled to a sick leave 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%
Resignation or retirement with at least 20 but less than 33.95 years of service	90%
Resignation or retirement at age 65 with less than 20 years of service	85%
Employee's Death	100%
Participation in pension enhancement program or other retirement incentive adopted by the Board	In accordance with pension enhancement program or retirement incentive

3. Exclusion from Accumulated Sick Leave to be Paid Out. This Payout shall not apply to sick days

transferred from another public agency. The unused sick pay due to an eligible employee under this Section is subject to, and shall be reduced by, any payouts in connection with an employee's

Teachers' Pension and Retirement Fund or, subject to approval by its governing board, the Municipal Employees Officers and Officials Annuity Benefit Fund; (2) intend to retire on or before June 30, 2007~~12~~; (3) submit an irrevocable notice of their intent to retire and receive accelerated payments of pensionable eligible benefit days in accordance with the schedule set forth below; and (4) have accumulated a sufficient number of pensionable eligible benefit days at the time of such notice or by the time of the first accelerated payment as described below, whichever is later.

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<u>Eligible Benefit Days Payout</u>	<u>Retirement Date, on or before:</u>	<u>Notice Date, on or before:</u>
	<u>06-30-12</u>	120 days before date of retirement, but not later than <u>03-01-11</u>
Three-Year Payout: <u>6.6% each of the 3 prior years (in addition to regular salary increases)</u>	<u>06-30-10</u>	120 days before date of retirement, but not later than <u>03-01-08</u>
	<u>06-30-11</u>	120 days before date of retirement, but not later than <u>03-01-09</u>
	<u>06-30-12</u>	120 days before date of retirement, but not later than <u>03-01-10</u>
Four-Year Payout:	<u>06-30-11</u>	120 days before date of

leave benefit days shall be granted based on leave benefit days granted 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

.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

provided that such service terminated no more than one year before entry into Board employment.

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 Reserve Vacation Benefit Days for service in extraordinary circumstances. Reserve Vacation Benefit 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

payout, unused vacation benefit days shall be banked and categorized as follows: (1) Regular Vacation Benefit Day Bank, in which all unused regular vacation benefit days earned on or after January 14, 1991 shall be banked; (2) Reserve (RES) Vacation Benefit Day Bank in which all unused reserve vacation benefits days shall be banked; and (3) RS2 Vacation Benefit Day Bank, in which all unused vacation benefit days earned and accumulated prior to January 14, 1991 shall be banked.

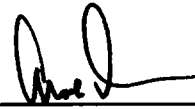
1. *Payout of Regular and Reserve Vacation Benefit Day Banks at Separation.* If an employee

Approved for consideration

Successfully submitted

Barbara Eason-Watkins
Barbara Eason-Watkins

Chief Education Officer



Arne Duncan

Chief Executive Officer



Approved to Lead Form 99m

Pedro Martinez
Pedro Martinez
Chief Financial Officer

Patrick J. Rocks
Patrick J. Rocks
General Counsel