

**RESOLUTION REGARDING SICK, PERSONAL AND VACATION DAY BENEFITS
FOR DISTRICT EMPLOYEES NOT COVERED BY COLLECTIVE BARGAINING AGREEMENTS**

WHEREAS, the Board adopted a Policy on Employees' Sick, Personal and Vacation Benefit Days on

WHEREAS, the 2007 Policy applies to all eligible District employees as defined in the Policy whether or not such employees are covered by a collective bargaining agreement;

Sick Leave Bank. Sick days that employees do not use on or before June 30th of the fiscal year in which the sick days were granted shall be removed from the Ordinary Sick Leave bank and forfeited

Any sick days in an Ordinary Sick Leave Bank that an employee does not use on or before the date

their employment ends shall be forfeited.

Current Employees' Retained Sick Leave Bank: Current full-time, non-temporary employees who

8. Service Credit Adjustments: For employees hired after February 22, 2012, service credit adjustments

credit adjustments shall be made for military service as identified in the 2007 Policy. This Resolution does not amend the existing rules that govern the calculation of service credits for current employees who are laid off or who resigned and are eligible for rehire and who return to service within one year of separation.

9. Previous Employees Who Return Within One Year of Separation: This Resolution does not amend

d. Once this maximum accrual of all vacation benefit days indicated in sections 11.a, 11.b. and 11.c. above has been reached, no additional vacation time will be accrued until the vacation balance falls below the above-indicated maximum accruals.

12. Short Term Disability Plan: The Board intends to move from a traditional sick day accrual policy to a Short Term Disability Plan that more effectively addresses the needs of Chicago Public Schools employees without reference to their length of service or the number of sick days they have accrued.

The Chief Executive Officer or designee is directed to develop a Short Term Disability Plan which includes maternity leave benefits. The Chief Executive Officer or designee shall provide status reports to the Board regarding the development of the Short Term Disability Plan and shall present a final