

Board of Education Briefing

Proposed Benefit Policy Changes Non-Union
February 22, 2012



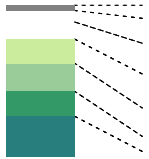
Summary of Proposed Changes for Non-Union Employees

	<p>Introduces Maternity Leave to CPS</p> <p>Provides a bridge to Long-term Disability</p> <p>Aligns with timeframe for FMLA</p>
<p>Including elimination of Pension Enhancement Plan (PEP)</p>	<p>○ #ho</p> <p>Removes benefit redundant with STD plan</p>
	<p>Lessens #ho</p>



New Sick Day policy will end carry-over of sick days earned in the future; will not affect days already earned & unused

Nearly $\frac{3}{4}$ of non-union employees currently eligible for sick day payouts have more than 50 sick days banked



*Data as of
1/31/2012



Specifics of new Sick Day policy

Policies are effective immediately for new hires

already earned and unused



Specifics of new Vacation Day policy

Effective immediately reduce max accrual from 66 days to 30 days

Effective July 1, 2013 reduce max accrual from 66 days to 30 days

Effective July 1, 2013 reduce max accrual from 66 days to 50 days

Effective July 1, 2014 reduce max accrual from 50 days to 30 days



