

**RESOLUTION ACCEPTING THE CITY OF PROSPECT HEIGHTS' ORDINANCE EXEMPTING PROSPECT HEIGHTS SCHOOL DISTRICT 23 FROM THE COOK COUNTY PAID LEAVE ORDINANCE**

**WHEREAS**, Cook County, Illinois, has enacted the Cook County Paid Leave Ordinance, which establishes paid leave requirements for certain employees working within the County; and

**WHEREAS**, the ordinance as drafted provides benefits to employees of covered employers within the county, including those employed by the Board of Education of Prospect Heights School District 23 (the "Board of Education" or "School District"); and

**WHEREAS**, on December 9, 2024, the City of Prospect Heights ("City") adopted an ordinance opting certain employers within the City out of the Cook County Ordinance, including the Board of Education, which operates within the City's boundaries; and

**WHEREAS**, for the avoidance of doubt, the Board of Education wishes to memorialize and accept the City's decision to opt the School District out of the Cook County Paid Leave Ordinance; and

**WHEREAS**, the Board of Education recognizes its responsibility to balance the needs of its employees with the financial and educational priorities of the School District and acknowledges that the City's decision to opt the School District out of the Cook County Ordinance furthers this goal.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Education of Prospect Heights School District 23, as follows:

- 1. Acknowledgement and Memorialization:** The Board of Education accepts and approves the decision of the City to opt out of the Cook County Paid Leave Ordinance.
- 2. Retroactive Effectiveness:** The Board of Education recognizes that, by virtue of the City's decision, the School District and its employees are exempt from the provisions of the Cook County Paid Leave Ordinance, effective as of January 1, 2025.
- 3. Implementation:** The Superintendent is hereby authorized and directed to take all necessary actions to implement this resolution, including ensuring that the School District remains in compliance with all applicable state and federal laws, and to adjust the School District's policies as necessary to reflect this resolution.

**BE IT FURTHER RESOLVED** that this Resolution shall take effect immediately upon adoption.

ADOPTED this \_\_\_\_\_ day of March, 2025, by a roll call vote, as follows:

YES: \_\_\_\_\_

NO: \_\_\_\_\_

ABSENT: \_\_\_\_\_

\_\_\_\_\_  
President, Board of Education

Attest:

\_\_\_\_\_  
Secretary, Board of Education