



Palos Heights School District 128

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Merryl B. Brownlow, Ed.D.
Superintendent

RESOLUTION FOR NON-CERTIFIED STAFF PAID LEAVE

WHEREAS, On December 31, 2023, the Cook County Paid Leave Ordinance (PLO) went into effect, requiring that all employers with employees in Cook County provide those employees with at least one (1) hour of paid leave for every forty (40) hours worked, which can be used for any reason. On October 24, 2024, the Cook County Board of Commissioners approved amendments to the Cook County Paid Leave Procedural Rules. **School Districts are required to comply with the Cook County Paid Leave Ordinance starting on January 1, 2025;** and

WHEREAS, the PLO does not impact collective bargaining agreements (CBAs) between School Districts and their employees, which were fully executed before January 1, 2025; and

WHEREAS, as a school district employer the Board of Education provides 13 sick days and 3 personal days annually and agrees to allow for 2 of the 13 sick days to be used for any reason to meet the minimum requirement of a maximum of 5 days of personal paid leave;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Palos Heights School District 128, Cook County, Illinois, as follows:

Section 1: That non certified staff who are not covered by a collective bargaining agreement or allotted vacation days (secretaries and paraprofessionals) shall be granted use of up to 2 sick days for any reason, in addition to the 3 personal days

granted annually for a maximum of 5 days of paid leave that may be used for any reason.

Section 2: That this Resolution shall be in full force and effect forthwith upon its adoption.

Ayes: _____

Nays: _____

Absent: _____

Adopted this 29th day of January 2025.

Attested by: _____, Board President

Attested by: _____, Board Secretary