

Educational Support Personnel

Sick Days, Vacation, Holidays, and Leaves

Each of the provisions in this policy applies to all educational support personnel to the extent that it does not conflict with an applicable collective bargaining agreement or individual employment contract or benefit plan; in the event of a conflict, such provision is severable and the applicable bargaining agreement or individual agreement will control.

Sick and Bereavement Leave

Full or part-time educational support personnel who work at least 600 hours per year receive paid sick leave as per the table below. Part-time employees will receive sick leave pay equivalent to their regular workday. Unused sick leave may accumulate.

Sick leave is defined in State law as personal illness, mental or behavioral complications, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, placement for adoption, or the acceptance of a child in need of foster care. The Superintendent or designee shall monitor the use of sick leave

As a condition for paying sick leave after 3 days absence for personal illness or 30 days for birth or as the Board or Superintendent deem necessary in other cases, the Board or Superintendent may require that the staff member provide a certificate from: (1) a licensed physician to practice medicine and surgery in all its branches, (2) a mental health professional licensed in Illinois providing ongoing care or treatment to the staff member (3) a chiropractic physician licensed under the Medical Practice Act, (4) an licensed advanced practice registered nurse, (5) a physician assistant who has been delegated the authority to perform health examinations by his or her supervising physician, or (6) if the treatment is by prayer or spiritual means, a spiritual adviser or practitioner of the employee's faith. If the Board or Superintendent requires a certificate during a leave of less than 3 days, for personal illness, the District shall pay the expenses incurred by the employee.

The use of paid sick leave for adoption or placement for adoption is limited to 30 days unless a longer leave is provided in an applicable collective bargaining agreement. The Superintendent may require that the employee provide evidence that the formal adoption process is underway.

All employees' unused sick leave shall, upon separation from employment be credited to IMRF for service credit purposes. Effective July 1, 2021, upon retirement, resignation, or termination of employment, the Board agrees to pay educational support employees for unused accumulated sick leave which is not used for service credit to IMRF at the rate of \$50.00 per day up to a maximum one-time benefit of \$5,000.00. No employee shall be compensated a benefit for unused sick leave in excess of \$5,000.00. Employees may choose to turn in unused sick leave for compensation (up to a maximum of \$5,000.00 at a rate of \$50.00 per day) in lieu of the District reporting sick leave to IMRF for service credit. Uncompensated sick days will be reported to IMRF on behalf of the educational support employee for service credit with IMRF upon retirement. An employee desiring post-employment compensation (which shall be paid no earlier than sixty (60) days following issuance of the employee's final paycheck) for unused and uncredited accumulated sick leave shall notify the Board not later than his or her final date of work that he or she intends

to be paid for sick leave in lieu of unused sick leave being reported to IMRF on his or her behalf.

If an eligible employee notifies the Board in writing no later than sixty (60) days in advance of his or her intended resignation and retirement, compensation for unused sick leave will be added to the employee’s IMRF creditable earnings before the issuance of the employee’s final paycheck so that IMRF creditable compensation for the 12 month period preceding such resignation and retirement increases up to a maximum of a gross total six percent (6%) increase in total IMRF creditable earnings over the prior year’s income. Any unused and uncredited to IMRF sick leave monies that are not paid to the employee in his or her final paycheck because of the 6% limit will be considered a post-retirement severance benefit and will be paid to the employee no earlier than the 60th day following the employee’s last day of work. The purpose of such post-retirement payment is to avoid pension penalties, excess contributions or accelerated payments, and to shelter and shield the amount paid from retirement credit. In the event a penalty or accelerated assessment is charged to the District, the amount of the compensation provided for hereinabove shall be immediately reduced to fall within that penalty, and the parties shall meet to discuss how the Board will comply with the award of sick leave compensation set forth above in a manner which will not cause a pension payment or liability.

Vacation

Twelve-month employees shall be eligible for paid vacation days as per the table below. Part-time employees who work at least half-time are entitled to vacation days on the same basis as full-time employees, but the pay will be based on the employee’s average number of part-time hours per week during the last vacation accrual year. The Superintendent will determine the procedure for requesting vacation.

Vacation days earned in one fiscal year must be used by the end of the following fiscal year; they do not accumulate. Any exceptions must be pre-approved by the Superintendent. Employees resigning or whose employment is terminated are entitled to the monetary equivalent of all earned vacation.

Category	Employment Period	# of Sick/Bereavement Days	# of Personal Days	# of Vacation Days	Holidays
teacher aides, teacher assistants, supervision aides	174 days	12	3	0	0 non-paid
custodians	12 months	15	3	10 days; 15 days after 10 years	18
bus drivers	176 days	10	3	0	0

Casimir Pulaski's Birthday	Labor Day	Christmas Eve
Good Friday	Columbus Day	Christmas Day

A holiday will not cause a deduction from an employee's time or compensation. The District may require educational support personnel to work on a legal school holiday during an emergency or for the continued operation and maintenance of facilities or property.

Personal Leave

Full-time educational support personnel have three personal leave days per year. The use of a personal day is subject to the following conditions:

1. Except in cases of emergency or unavoidable situations, personal leave requests should be submitted to the Building Principal 3 days in advance of the requested date.
2. No personal leave days may be used immediately before or immediately after a holiday, or during the first and/or last 5 days of the school year, unless prior approval is granted by the Superintendent.
3. Personal leave may not be used in increments of less than one-half day.
4. Personal leave days are subject to any necessary replacement's availability.
5. Personal leave days may not be used on an in-service training day and/or institute training days.
6. Personal leave may not be used when the employee's absence would create an undue hardship.

Leave to Serve as a Trustee of the Illinois Municipal Retirement Fund

Upon request, the Board will grant 20 days of paid leave of absence per year to a trustee of the Illinois Municipal Retirement Fund in accordance with State Law.

Other Leaves

Educational support personnel receive the following leaves on the same terms and conditions granted professional personnel in Board policy 5:250, *Leaves of Absence*:

1. Leave for Service in the Military.
2. Leave for Service in the General Assembly.
3. School Visitation Leave.
4. Leaves for Victims of Domestic Violence, Sexual Violence, Gender Violence, or Other Crime of Violence.
5. Family Bereavement Leave.
6. Child Extended Bereavement Leave.
7. Leave to serve as an election judge.
8. COVID-19 Paid Administrative Leave.
- ⁹. Family Neonatal Intensive Care Leave. ²

² 820 ILCS 157/, added by P.A. 104-259, eff. 6-1-26. See sample policy 5:250, *Leaves of Absence*, and its f/ns 30-33 for important information about this leave.

LEGAL REF.: 105 ILCS 5/10-20.7b, 5/10-20.83, 5/24-2, 5/24-6, and 5/24-6.3.
10 ILCS 5/13-2.5, Election Code.
330 ILCS 61/, Service Member Employment and Reemployment Rights Act.
820 ILCS 147, School Visitation Rights Act.
820 ILCS 154/, Family Bereavement Leave Act.
820 ILCS 156/, Child Extended Bereavement Leave Act.
820 ILCS 157/, Family Neonatal Intensive Care Leave Act.
820 ILCS 180/, Victims' Economic Security and Safety Act.
School Dist. 151 v. ISBE, 154 Ill.App.3d 375 (1st Dist. 1987); Elder v. Sch.
Dist. No.127 1/2, 60 Ill.App.2d 56 (1st Dist. 1965).

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave), 5:250 (Leaves of Absence)

Highlighted section not recommended by PRESS, specific to our district.