

February 27, 2019

AMEND BOARD RULE 4-14
OTHER LEAVES WITH PAY

THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:

That the Board amend Board Rule 4-14 Other Leaves with Pay to (1) align policy to include new state protections under the Illinois Service Employment and Reemployment Rights Act (ISERRA). The new law will protect the employment and benefits of any service member who leaves their job to serve either the state or country. ISERRA has been expanded to protect all members of the armed forces.

TEXT:

Sec. 4-14. Other Leaves with Pay. Except as otherwise provided in this Rule, the Chief Executive Officer, or his/her designee, may grant leaves with pay to eligible employees, as set forth in this Rule. The Chief Executive Officer or his/her designee shall establish procedures for applying for paid leaves under

this Rule, which may include additional procedural eligibility criteria. Employees granted leave under this

Rule shall continue to be eligible to participate in employee health and dental benefit plans, provided that they pay any required employee premium contributions to maintain those benefits. Nothing in this Rule shall be construed to grant a contract principal a leave of absence beyond the termination date of the contract principal's contract, or to extend the termination date of the principal's contract.

a *Military Leave*

reemployment in the position the employee would have attained with reasonable certainty if not for the absence due to military service or, in some circumstances, either the position held at the

beginning of the leave or an equivalent position with like seniority, status, and pay. If the circumstances have changed as to make it impossible or unreasonable to offer such a position, the employee will be offered employment in line with his/her seniority as may be available that the employee is capable of doing, at the current rate of pay for such work. To be eligible for reemployment, the following conditions apply:

1) The employee has five (5) years or less of cumulative military service during his or her

employment, except when additional service is involuntary, or if otherwise required by applicable law.

2. the employee is subpoenaed to appear in court within Cook County, Illinois, in a matter in which the employee has no personal interest in the outcome of the case, in which case, the subpoena fee shall be deducted from the employee's pay.

e. *Conference Leave.* The Chief Executive Officer or his/her designee shall grant an employee, other than substitute teachers, or part-time/seasonal employee, paid conference leave to attend professionally-related conferences, meetings, workshops, conventions, or commencement exercises for the employee, if in the Chief Executive Officer or his/her designee's judgment, the employee's attendance is beneficial or related to the work of the schools.

f. *Sabbatical Leave for Appointed Teachers.* The Chief Executive Officer or designee may grant paid leaves of absence to tenured teachers, who have completed six (6) continuous years of satisfactory service, for the purposes of full-time resident study programs, or other purposes, for a period of at least five (5) months but no more than ten (10) school months (equivalent to one continuous semester or one

continuous school year respectively), if the Chief Executive Officer or designee determines that the leave