

Educational Support Personnel

5:330 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, General Leave of Absence, Military Leave, Maternity Leave of Absence, IMRF Service Credit Plan

Please refer to the following current agreement:

Collective Bargaining Agreement between the Board of Education, District No. 126 Alsip, Hazelgreen, Oak Lawn, Illinois and the District No. 126 Council of Employees, PSRP Local 943, American Federation of Teachers, AFL-CIO.

Agreement between the Board of Education District #126 Alsip, Hazelgreen, Oak Lawn, Illinois and District #126 Local #73 Service Employees International Union, CTW.

Vacation

Please refer to the following current agreements:

Collective Bargaining Agreement between the Board of Education, District No. 126 Alsip, Hazelgreen, Oak Lawn, Illinois and the District No. 126 Council of Employees, PSRP Local 943, American Federation of Teachers, AFL-CIO.

Agreement between the Board of Education District #126 Alsip, Hazelgreen, Oak Lawn, Illinois and District #126 Local #73 Service Employees International Union, CTW.

Holidays

Please refer to the following current agreements:

Collective Bargaining Agreement between the Board of Education, District No. 126 Alsip, Hazelgreen, Oak Lawn, Illinois and the District No. 126 Council of Employees, PSRP Local 943, American Federation of Teachers, AFL-CIO.

Agreement between the Board of Education District #126 Alsip, Hazelgreen, Oak Lawn, Illinois and District #126 Local #73 Service Employees International Union, CTW.

Personal Leave

Please refer to the following current agreements:

Collective Bargaining Agreement between the Board of Education, District No. 126 Alsip, Hazelgreen, Oak Lawn, Illinois and the District No. 126 Council of Employees, PSRP Local 943, American Federation of Teachers, AFL-CIO.

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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 Ill. Municipal Retirement Fund in accordance with 105 ILCS 5/24-6.3.

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. Leaves for Service in the Military and General Assembly.
2. School Visitation Leave.
3. Leaves for Victims of Domestic Violence, Sexual Violence, or Gender Violence.
4. Child Bereavement Leave.
5. Leave to serve as an election judge.

LEGAL REF.:

105 ILCS 5/10-20.7b, 5/24-2, and 5/24-6.

330 ILCS 61/, Service Member Employment and Reemployment Rights Act.

820 ILCS 147, School Visitation Rights Act.

820 ILCS 154/, Child Bereavement 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)

Adopted: January 9, 2020

Alsip, Hazelgreen, Oaklawn 126
