



2022 - 2025

**Alton Education Association
and Alton Community Unit
School District #11**

Contract Presentation



Sick Leave



8.2 Sick Leave

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A. The Board shall grant employees sick leave, per fiscal year, as follows: 9-month employees will be granted 14 sick days per fiscal year, 9.5-month employees will be granted 14.5 sick days per fiscal year, 10-month employees will be granted 15 sick days per fiscal year, 10.5-month employees will be granted 15.5 sick days per fiscal year, 11-month employees will be granted 16 sick days per fiscal year, 11.5-month employees will be granted 16.5 sick days per fiscal year and 12-month employees will be granted 17 sick days per fiscal year. Sick leave shall accumulate without limit. Sick leave is interpreted to mean personal illness or serious illness or death in the immediate family or household. The immediate family shall include parents, spouse, sisters, brothers, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters in-law and legal guardians.



8.2 Sick Leave

Sick Leave Allotment

Employees who reach an accumulation of one hundred and thirty-five (135) days of sick leave at the end of the regular school year will be entitled to a normal annual allotment of thirty-five (35) sick leave days at the start of the next student school year. For the student school year after the teacher reaches the thirty-five (35) days normal allotment of sick leave threshold, the employee will return to receiving a normal allotment of fourteen (14) days or associated normal allotment for the employee based on the number of months worked.

Employees who reach an accumulation of two hundred twenty-five (225) days of sick leave at the end of the school year will be entitled to a normal annual allotment of fifty-five (55) sick leave days at the start the start of the next student school year. For each school year after a teacher reaches the fifty-five (55) days normal allotment of sick leave threshold, the employee will receive a normal allotment of fourteen (14) days or associated normal allotment for the employee based on the number of months worked.

Any employee who receives an increased allotment as a result of meeting one of the designated sick leave day thresholds will only receive the increased allotment the first time they meet each designated threshold. Should any employee fall below one of the thresholds after receiving an increased allotment, they are not eligible for a second increased allotment should they meet the threshold(s) again. In the event that the sick leave allocations provided for herein shall be interpreted by an Illinois administrative agency or court of competent jurisdiction as constituting a grant of sick leave in excess of the normal annual allotment, thereby requiring the School District to be responsible for additional contributions to the Illinois Teachers' Retirement System, then the allocation language herein shall immediately become invalid, and the parties will meet to negotiated an immediate replacement.



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d. Upon retirement, school service personnel shall be paid at the rate of \$3.00 per hour according to the number of hours worked each day for unused sick leave, excluding the number of days needed for the employee's IMRF purposes.

e. Upon retirement, certified employees shall be paid at the rate of \$30.00 for each unused sick day, excluding the number of days needed for the employee's Teachers' Retirement System purposes.

f. The payments referenced in subsection d. and e. above shall be made to the employee after the employee's last day of service to the School District and after the employee has received his or her final paycheck for services rendered. **The payment made to school service personnel under section d. above shall not be made within the 30 day period following retirement so as to avoid constituting IMRF creditable earnings.**



Sick Leave Allotment

- ▶ The additional language of the contract allows for employees that reach a specific level of accumulated sick days to receive an increased normal allotment of sick days in the year of the milestone.
 - ▶ Accumulating either 135 or 225 sick days.
 - ▶ The increased normal allotment is only granted once in the lifetime of the employee's time with the district.
 - ▶ Example: Employee A starts the 2024-2025 school year with 135 sick days for the first time in their employee, they would receive 35 days (or 21 days + their normal number of sick days if more than a 9 month employee).
- ▶ If the employee has surpassed the 135 sick days prior to the 2022-2025 contract, they would receive 35 sick days to start the 2022 - 2023 school year if they have more than a 135 days. If they have reached both the 135 sick days and 225 sick days, they would receive both increased allotments for a total of 76 sick days.



Examples

	Employee A	Employee B	Employee C
Sick days carried over from prior year	85	132	136
Normal allotment	14	14	35
Total sick days	99	146	171

Employee A receives the normal allotment of 14 days or their associated amount based on months worked.

Employee B receives the normal allotment of 14 days or their associated amount based on months worked because they do not have the 135 required for the allotment of 35 days.

Employee C carried over 136 days to start the new year, therefore receives 35 sick days for that year, increasing their total to 171 sick days.