

**REPEAL CHAPTER IV OF THE BOARD RULES
AND ADOPT NEW CHAPTER IV BOARD RULES**

THE GENERAL COUNSEL RECOMMENDS:

That the Board repeal all current sections of Chapter IV of the Board Rules related to Personnel Policies listed in Part A below and adopt new Chapter IV Board Rules listed in Part B below.

PART A: Chapter IV Board Rule Sections Being Repealed. Notations have been included where a Board Rule was previously repealed or is currently scheduled to be converted into a Board Policy.

<u>Sec.</u>	<u>Title</u>	<u>Disposition to Policy</u>	<u>Previously Repealed</u>
4-1	Appointment Layoff, Discipline and Discharge of Personnel	N/A	N/A
4-1.1	Educational Support Personnel Salaries -- Adjustment of	Compensation and Pay Plan Policy (Board Report 05-0824-PO8)	N/A
4-2	Career Service Employees -- Credit Time while Serving in Position of Higher Authority	N/A	10-25-95
4-3	Supervision by Department Heads	N/A	N/A
4-4	Absence without Leave -- Career Service Employees	N/A	10-25-95
4-5	Suspension -- Career Service Employees	N/A	10-25-95
4-6	Removal for Cause -- Career Service Employees	N/A	10-25-95
4-7	Vacations	Employees' Sick, Personal and Vacation Benefit Days Policy (Board Report 05-0824-PO10)	N/A
4-8	Days of Sick Leave with Pay	Employees' Sick, Personal and Vacation Benefit Days Policy (Board Report 05-0824-PO10)	N/A
4-8.1	Unused Sick Days Pay	Employees' Sick, Personal and Vacation Benefit Days Policy (Board Report 05-0824-PO10)	N/A
4-8.2	Pension Enhancement Program	Employees' Sick, Personal and Vacation Benefit Days Policy (Board Report 05-0824-PO10)	N/A
4-8.3	Unused Sick Days Tax Deferred Contribution Plan	Employees' Sick, Personal and Vacation Benefit Days Policy (Board Report 05-0824-PO10)	N/A
4-9	Court Attendance	N/A	N/A
4-10	Authorized Absence	N/A	N/A

Part A: Chapter IV Board Rule Sections Being Repealed - Continued

<u>Sec.</u>	<u>Title</u>	<u>Disposition to Policy</u>	<u>Previously Repealed</u>
4-11	Leave of Absence –Educational Support Personnel	N/A	N/A
4-12	Reinstatement After Leave of Absence – Educational Support Personnel	N/A	N/A
4-13	Military Leave – Officers and Educational Support Personnel	N/A	N/A
4-14	Engineer-Custodian	N/A	10-25-95
4-15	Eligibility List of Teachers	N/A	2-24-99
4-16	Certificates to Teach	N/A	7-31-99
4-17	Candidate for Employment – Members of the Teaching Force	N/A	N/A
4-18	Age Limitation – Candidate for Regular Certificate	N/A	7-31-91
4-19	Prerequisite for Employment	N/A	N/A
4-20	Certificate Requisite to Appointment on Teaching Force	N/A	N/A
4-21	Classification of Certificates	N/A	7-31-91
4-22	Selection of Teachers for Appointed Teaching Positions and Temporarily Assigned Teaching Positions	Appointment and Assignment of Teachers and Principals Policy (Board Report 05-0824-PO9)	N/A
4-22.1	Appointment of Principals	Appointment and Assignment of Teachers and Principals Policy (Board Report 05-0824-PO9)	N/A
4-22.2	Position Advertisement – Principals	Appointment and Assignment of Teachers and Principals Policy (Board Report 05-0824-PO9)	N/A
4-22.3	Appointment of Interim or Acting Principals by Chief Executive Officer without Further Board Action	Appointment and Assignment of Teachers and Principals Policy (Board Report 05-0824-PO9)	N/A
4-22.4	Appointment of Assistant Principals	Appointment and Assignment of Teachers and Principals Policy (Board Report 05-0824-PO9)	N/A
4-23	Employment of Retired Teachers	N/A	N/A
4-24	Certificates – Life of – Principal and Teacher	N/A	7-31-91
4-25	Extension of Certificate Prior to Appointment	N/A	7-31-91
4-26	Extension of Certificates Based on Military Service	N/A	7-31-91
4-27	Extension of Certificates After Termination of Service	N/A	7-31-91

Part A: Chapter IV Board Rule Sections Being Repealed - Continued

<u>Sec.</u>	<u>Title</u>	<u>Disposition to Policy</u>	<u>Previously Repealed</u>
4-28	Teachers' Salaries – Adjustment of	Compensation and Pay Plan Policy (Board Report 05-0824-PO8)	N/A
4-29	Evening School Teachers-Qualifications	N/A	N/A
4-30	Suspension of Employees Pending Dismissal	N/A	7-28-04
4-30.1	Disciplinary Suspension of Teachers and Administrators	N/A	7-28-04
4-30.2	Disciplinary Suspension of Non-Certificated Personnel	N/A	7-28-04
4-31	Leave for Travel or Study – Members of the Teaching Force	N/A	N/A
4-32	Leave to Attend Conferences	N/A	N/A
4-33	Leave for Illness – Members of the Teaching Force	Supplemental Family and Medical Leave Policy (Board Report 05-0824-PO4)	N/A
4-34	Leave for Illness in Family – Members of Teaching Force	Supplemental Family and Medical Leave Policy (Board Report 05-0824-PO4)	N/A
4-35	Leave for Personal Business	Employees' Sick, Personal and Vacation Benefit Days Policy (Board Report 05-0824-PO10)	N/A
4-35.1	Leave of Absence – Charter School Employment	N/A	N/A
4-36	Sabbatical Leave – Members of the Teaching Force	Sabbatical Leave Policy (Board Report 05-0824-PO7)	N/A
4-37	Maternity Leave – Members of the Teaching Force	Supplemental Family and Medical Leave Policy (Board Report 05-0824-PO4)	N/A
4-37.1	Paternity Leave – Members of the Teaching Force	Supplemental Family and Medical Leave Policy (Board Report 05-0824-PO4)	N/A
4-38	Military Leave – Members of the Teaching Force	N/A	N/A
4-39	Religious Holidays	N/A	N/A
4-40	Teacher's Pay for Holidays	N/A	N/A
4-41	Absence without Leave – Members of the Teaching Force	N/A	N/A
4-42	Leave for Reserve Military Service	N/A	N/A
4-43	Failure to Pay Debts – Cause for Dismissal	N/A	N/A
4-44	Health Examinations	N/A	1-22-97
4-45	Special Leave of Absence with Full Loss of Salary	N/A	N/A

Part A: Chapter IV Board Rule Sections Being Repealed - Continued

<u>Sec.</u>	<u>Title</u>	<u>Disposition to Policy</u>	<u>Previously Repealed</u>
4-45.1	Special On-Loan Leave of Absence without Loss of Salary – Members of the Teaching Force and Administrators	On-Loan Leaves of Absence for Employment at a University or Educational Institution Policy (Board Report 05-0824-PO6)	N/A
4-45.2	Special On-Loan Leave of Absence – Teacher Certificated Administrators	On-Loan Leaves of Absence for Employment in a Contract School Policy (Board Report 05-0824-PO5)	N/A
4-46	Jury Duty	N/A	N/A
4-47	Summer Leave of Absence – Principals	N/A	N/A
4-48	Full-time Employee/Part-Time Employee	N/A	N/A
4-49	Personnel Actions	N/A	N/A
4-49.1	Layoff of Career Service Personnel	N/A	N/A
4-49.2	Resignations	N/A	N/A
4-50	Drug & Alcohol Free Workplace	N/A	N/A
4-51	Circular of Information – Members of the Teaching Force	N/A	N/A
4-52	Special Assignment of Principals	N/A	N/A
4-53	Notice of Conviction of a Felony	N/A	N/A
4-54	Fitness for Duty	N/A	N/A
	Glossary of Terms	N/A	N/A

PART B: New Chapter IV Board Rules Being Adopted

- | <u>Sec.</u> | <u>Title and Subtitles</u> |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4-1 | Delegation of Authority and Reporting to the Board <ul style="list-style-type: none">a. Delegation to the Chief Executive Officer or His/Her Designeeb. Chief Executive Officer's Quarterly Report of Personnel Transactions to the Boardc. Personnel Authority Reserved for Board Action |
| 4-2 | Collective Bargaining Agreements – Effect of Rules |
| 4-3 | Categories of Board Employees <ul style="list-style-type: none">a. Teachers<ul style="list-style-type: none">1. Appointed Teachers<ul style="list-style-type: none">a. Tenured Teachersb. Probationary Appointed Teachers2. Temporarily Assigned Teachers3. Substitute Teachers<ul style="list-style-type: none">a. Day-to-Day Substitute Teachersb. CADRE Substitute Teachers4. Half-Time Teachers5. Retired Teachersb. Principals<ul style="list-style-type: none">1. Contract Principals2. Interim Principals3. Acting Principalsc. Assistant Principals<ul style="list-style-type: none">1. Quota Assistant Principals2. Discretionary Assistant Principalsd. Certificated Administratorse. Educational Support Personnelf. Miscellaneous Personnel |
| 4-4 | Employment Requirements <ul style="list-style-type: none">a. Residencyb. Criminal Background Investigationsc. Felony Convictions After Employmentd. Certifications/Licensese. Health Examinationsf. Ethics Policyg. Failure to Pay Municipal Debtsh. Drug and Alcohol Free Workplacei. Violence Free Workplace and Learning Environmentj. Authorization to Work in the United Statesk. Compliance with Laws and Board Policies and Rules Prohibiting Discriminationl. Statement Concerning Employment in a Job Not Covered by Social Securitym. Other Pre-Employment and Employment Requirements |
| 4-5 | Hiring, Appointment and Status of Employees <ul style="list-style-type: none">a. Hiring and Appointment of Employeesb. Status of Employees |
| 4-6 | Layoff of Employees and Reductions in Force |

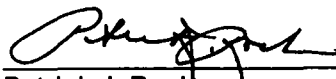
PART B: New Chapter IV Board Rules Being Adopted - Continued

- | <u>Sec.</u> | <u>Title and Subtitles</u> |
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| 4-7 | Discipline and Dismissal of Employees <ul style="list-style-type: none">a. Discipline of Personnelb. Dismissal of Personnel<ul style="list-style-type: none">1. Dismissal of Management Level Personnel including Chief Executive Officer, Officers, the General Counsel, Heads of Departments and Directors2. Dismissal, Non-Renewal and Reappointment of Probationary Appointed Teachers3. Dismissal of Other Probationary Employees, Miscellaneous Employees and At-Will Educational Support Personnel4. Dismissal of Assistant Principals and Educational Support Personnel Covered by Collective Bargaining Agreements5. Dismissal of Contract Principals6. Dismissal of Tenured Teachersc. Suspension Pending Investigation and/or a Discharge or Dismissal Hearing |
| 4-8 | Hours of Work – Full and Part Time Employees <ul style="list-style-type: none">a. Teachers<ul style="list-style-type: none">1. Full-Time Teachers2. Half-Time Teachersb. Non-Exempt Educational Support Personnelc. Other Exempt Employeesd. Miscellaneous Employees |
| 4-9 | Overtime Premium Pay – Timekeeping – Public Accountability – No Compensatory Time Banks <ul style="list-style-type: none">a. Non-Exempt Positionsb. Teachersc. Other Exempt Positionsd. Timekeepinge. No Banks of Compensatory Time in Lieu of Overtime |
| 4-10 | Holidays <ul style="list-style-type: none">a. Designation of Holidaysb. Holiday Pay and Conditions for Holiday Payc. Teacher's Religious Holidays |
| 4-11 | Employee Benefit Days |
| 4-12 | Family and Medical Leaves of Absence – FMLA Leaves and Supplemental Family and Medical Leaves <ul style="list-style-type: none">a. Applicability of Ruleb. Types of Family and Medical Leaves Authorized by this Rulec. Coordination with other Laws, Regulations, and Policiesd. Coordination of Leavese. Effect of Leave on Probationary Periodsf. Leave Requiredg. Medical Certification for Leaveh. Maintenance of Insurance Benefits During Leavesi. Prohibition Against Secondary Employment During Certain Leaves of Absence |
| 4-13 | Involuntary Personal Illness Leaves – Fitness for Duty Leaves <ul style="list-style-type: none">a. Examination of Employees Deemed Unfit for Dutyb. Involuntary Personal Illness Leave for Employees Determined to be Unfit for Dutyc. Disputes Over Fitness for Dutyd. Duration of Involuntary Personal Illness Leave |

PART B: New Chapter IV Board Rules Being Adopted - Continued

- | <u>Sec.</u> | <u>Title and Subtitles</u> |
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| | <ul style="list-style-type: none">e. Termination of Involuntary Personal Illness Leavef. Tenured Teachers and Contract Principals Who Remain Unfit for Duty at the Expiration of Twenty-Five (25) Work Monthsg. All Other Employees Who Remain Unfit for Duty at the Expiration of Twenty-Five Work Months |
| 4-14 | Other Leaves With Pay <ul style="list-style-type: none">a. Military Leave<ul style="list-style-type: none">1. Eligibility2. Seniority and Benefits During Military Leave3. Pay During Military Leave4. Return to Work at Conclusion of Leaveb. Bereavement Leavec. Jury Duty Leaved. Court Attendance Leavee. Conference Leavef. Sabbatical Leave for Appointed Teachers and Principalsg. Appointed Teacher, Contract Principal or Assistant Principal's On-Loan Leaves of Absence |
| 4-15 | Other Leaves Without Pay <ul style="list-style-type: none">a. Personal or Student Teaching Leaves of Absence for Educational Support Personnelb. Tenured Teachers' Leave for Travel or Studyc. Tenured Teachers' Leave for Charter School Employmentd. Tenured Teachers' and Certificated Administrators Personal Leave of Absencee. Tenured Teachers' and Educational Support Personnel's Union Leavesf. Tenured Teachers' Pension Office Employment Leaveg. Principals' Summer Leave of Absenceh. Family Military Leave of Absence |
| 4-16 | Resignations and Retirement |

Respectfully Submitted: 



Patrick J. Rocks
General Counsel

Sec. 4-1. Delegation of Authority and Reporting to the Board.

a. Delegation to Chief Executive Officer or His/Her Designee. Subject to the limitations set forth in the Illinois School Code, these Rules and the Board's Policies, and except as provided in Rule 4-1c below, the Chief Executive Officer and his/her designee(s) are hereby delegated the following authority with respect to Board personnel, which may be exercised without Board action:

1. to hire, appoint, or promote employees (other than management level personnel, including officers, the General Counsel, heads of departments, directors and contract principals) for merit upon recommendation of the Chief Executive Officer, officers, the General Counsel, heads of departments, directors or contract principals, and to establish eligibility criteria for those actions;
2. to classify and reclassify employees;
3. to establish a schedule of basic salaries and wage rates, and to set compensation, wages and/or salary based on employee classifications or job titles or other criteria;
4. to establish policies with respect to overtime pay;
5. to grant annual increases to wages and salary based on merit or cost of living;
6. to establish employee benefit plans, including employee medical, dental and life insurance plans, and tax-deferred savings plans, and the eligibility criteria for participation in those plans;
7. to establish work schedules for all employees, including hours of work and days of work;
8. to establish evaluation procedures for all employees, including teachers and principals;
9. to grant paid time off for holidays, sick leave, personal leaves or vacation;
10. to grant voluntary leaves of absence to employees and to order involuntary leaves of absence for employees;
11. to commence disciplinary or dismissal proceedings against employees;
12. to demote, transfer, discipline or dismiss employees;
13. to layoff employees, reduce the Board's workforce, or declare unpaid furlough days for employees;
14. to accept resignations and retirements from employees; and,
15. to exercise all other authority over personnel that is not specifically reserved for Board action.

b. Chief Executive Officer's Quarterly Report of Personnel Transactions to the Board. The Chief Executive Officer or his/her designee(s) shall submit a quarterly report (which shall be made public) to the Board that summarizes the previous quarter's personnel actions made by the Chief Executive Officer or his/her designee in accordance with Rule 4-1a, provided however, that the reason or cause for any employee dismissal shall not be made public.

c. Personnel Authority Reserved for Board Action. The Board shall exercise all authority over the following personnel matters, which authority is non-delegable under the Illinois School Code or which the Board has reserved to itself:

1. to appoint management level personnel, including the Chief Executive Officer, other officers, the General Counsel, heads of departments, directors and contract principals;
2. to establish salaries upon hire for officers, the General Counsel, heads or chiefs of departments, and directors;
3. to grant salary increases to employees in excess of ten (10%) percent, including those caused by promotion or position reclassification, occurring after approval of position salaries in the annual budget, unless the lowest salary for the approved title in the schedule of basic salaries provides for an increase of greater than ten (10%) percent;
4. to grant the following paid and unpaid leaves of absence to eligible employees in accordance with Board Rules and Policies:
 - i. sabbatical leaves of absence;
 - ii. on-loan leaves of absence;
 - iii. union leaves of absence; and
 - iv. pension office employment leaves of absence;
5. to dismiss management level personnel, including the Chief Executive Officer, officers, the General Counsel, heads of departments, and directors, in the exercise of the Board's discretion;
6. to dismiss probationary appointed teachers in accordance with the Illinois School Code;
7. to dismiss contract principals and tenured teachers for cause after adoption, modification or rejection of an Illinois State Board of Education hearing officer's recommendation;
8. to terminate the contract of and to dismiss a contract principal upon recommendation of the Chief Executive Officer, after notice and a hearing, in accordance with the Section 5/34-8.3(d) of the Illinois School Code or, upon consent of the contract principal and the applicable local school council;
9. to, upon recommendation of the Chief Executive Officer or his/her designee, dismiss for cause non-probationary assistant principals and educational support personnel whose employment is governed by collective bargaining agreements.

Sec. 4-2. Collective Bargaining Agreements – Effect of Rules. The Chief Executive Officer or his/her designee shall negotiate all collective bargaining agreements on behalf of the Board, and submit tentative agreements to the Board for adoption and approval. These Rules shall be construed consistently with any collective bargaining agreement entered into by the Board. Where a collective bargaining agreement is silent on a subject addressed by these Rules, these Rules shall control. In the event that a Rule is in direct conflict with a provision of a collective bargaining agreement, the provision of the collective bargaining agreement shall control, except where the provision of the collective bargaining agreement has been waived or declared void. Nothing in this Rule shall revive a provision of a collective bargaining agreement that was voided pursuant to 115 ILCS 5/4.5, as it existed from 1995 to 2003, unless revival of that provision has been specifically negotiated and agreed to by the Board. Nothing in this Rule shall affect the Board's rights or obligations with respect to permissive subjects of bargaining as set forth in 115 ILCS 5/4.5 (2005).

Sec. 4-3. Categories of Board Employees. Board employees shall be categorized as Teachers, Principals, Assistant Principals, Certificated Administrators, Educational Support Personnel, or Miscellaneous Employees, as defined below. The Chief Executive Officer or his/her designee may create additional categories of employees, as he/she deems necessary. The Chief Executive Officer or his/her designee may create a classification system and job titles within employee categories for purposes of assignment, pay and benefits.

a. Teachers. Teachers are employees with teaching certificates issued by the Illinois State Teacher Certification Board, who are hired to perform instructional or related administrative services. Teachers shall be further categorized as follows:

1. *Appointed Teachers*. Appointed teachers are full-time teachers who are hired and assigned to vacant teaching positions. Appointed teachers shall be further classified as either tenured or probationary, as follows:
 - a. *Tenured Teachers*. Tenured teachers are appointed teachers who have completed the statutory probationary period of continuous service necessary to attain tenure, have not had a break in service and have been appointed to a permanent teaching position. Tenured teachers may be dismissed from Board employment only for just cause, in accordance with the Illinois School Code, and may be laid off or otherwise removed from their positions in accordance with the Board's Rules and Policies.
 - b. *Probationary Appointed Teachers*. Probationary appointed teachers are either: (1) newly appointed teachers who have not completed the statutory probationary period of continuous service necessary to attain tenure; or, (2) formerly tenured teachers who have had a break in service, been reappointed and have not completed the statutory probationary period of continuous service necessary to attain tenure since their reappointment. Probationary appointed teachers are appointed on an annual basis and their continued employment is conditioned on the Chief Executive Officer's recommendation to reappoint them each year in accordance with Board Rules. Probationary appointed teachers may be dismissed from Board employment, or may be laid off or not reappointed in accordance with the Illinois School Code and Board Rules and Policies. Probationary appointed teachers become tenured teachers after serving the statutory period of continuous service necessary to attain tenure, effective on the anniversary date of their appointment plus any adjustments to their anniversary date as provided in these Rules or in Board policies.
2. *Temporarily Assigned Teachers*. Temporarily assigned teachers are certified teachers who are not appointed to a full-time, permanent position, but are employed on a temporary, provisional or conditional basis, as follows:
 - a. Regularly certified teachers assigned to fill a full-time teaching position, which is encumbered by an appointed teacher, but which has become temporarily vacant as a result of a leave taken by the appointed teacher; or
 - b. Teachers with provisional or conditional teaching certificates who are assigned to fill a full-time, vacant teaching position pending receipt of full teaching certification.
3. *Substitute Teachers*. Substitute teachers are teachers who are not appointed but are, at a minimum, certified by the Illinois State Board of Education to substitute teach and serve on a temporary basis, as follows:
 - a. *Day-to-Day Substitute Teachers*. Day-to-day substitute teachers are employed on a day-to-day basis to fill temporary, day-to-day vacancies, as needed, with no guarantee of daily assignments. Day-to-day substitute teachers may not be assigned to fill the same position on a day-to-day basis for more than twenty (20) consecutive student attendance days. Day-to-day substitutes may be classified as regular day-to-day substitutes or provisional day-to-day substitutes, based upon their type of certification.

c. Assistant Principals. Assistant principals are full-time employees with administrative certificates issued by the Illinois State Board of Education who are recommended for hire by a contract principal, interim principal or, where there is no contract or interim principal, assigned by the Chief Executive Officer or his/her designee, to assist contract, interim or acting principals in the performance of their duties as the instructional and administrative leader of a student attendance center. Assistant principals may be assigned direct instructional responsibilities. Assistant Principals are further categorized as follows:

1. Quota Assistant Principals. Quota assistant principals are 210—funded assistant principals who are recommended for hire by a contract or interim principal and whose term of assignment as a quota assistant principal ends at the expiration of the contract principal's contract, the retirement of the contract principal, the removal or dismissal of the contract principal, or the termination of the interim principal's assignment to the student attendance center. Quota assistant principals whose term of assignment ends under this Rule shall be displaced in accordance with the Board's Assignment and Appointment of Teachers and Principals Policy.
2. Discretionary Assistant Principals. Discretionary assistant principals are 234-funded assistant principals who are recommended for hire by a principal and who serve on a year-to-year basis. Discretionary assistant principals may be displaced in accordance with the Board's Assignment and Appointment of Teachers and Principals Policy.

d. Certificated Administrators. Certificated administrators are full-time employees who hold administrative certificates issued by the Illinois State Board of Education, other than principals and assistant principals, who are assigned to administrative positions without direct instructional duties. Certificated administrators are "members of the teaching force" for purposes of the Illinois Pension Code. Certificated administrators are employed at-will.

e. Educational Support Personnel. Educational support personnel are full- or part-time employees who are not required to have teaching or administrative certificates issued by the Illinois State Board of Education to perform the duties of their position. Educational support personnel are employed at-will, unless the Board has entered into a specific agreement granting a particular class of educational support personnel a property interest in their employment by the Board.

f. Miscellaneous Personnel. Miscellaneous personnel are employed at will on a seasonal, casual or temporary basis and:

1. are employed for less than seven hundred (700) hours in any calendar year, if paid on an hourly basis;
2. are employed for four (4) months or less, if paid on monthly basis;
3. are employed for one hundred (100) days or less, if paid on daily basis; or
4. are employed by another unit of local government and, in connection with that employment, are participating in a municipal pension fund; or,
5. are receiving a pension or annuity, other than widow's or child's annuity, from any municipal pension fund.

Sec. 4-4. Employment Requirements. Board employees must conduct themselves in a manner that is consistent with the Board's status as a publicly financed primary and secondary educational institution, and with the Board's mission to provide a high quality public education to the children of the City of Chicago. Accordingly, all applicants for employment and employees shall be subject to the following requirements:

a. Residency. All employees must comply with the Board's Residency Policy. Employees hired by the Board shall be advised in writing of the Residency Policy's requirements, including application procedures for waivers of the policy for teachers in special needs positions. Employees' continued employment shall be subject to compliance with the policy. Employees who violate the Residency Policy shall be subject to discipline or dismissal in accordance with the Residency Policy and the Board's Employee Discipline and Due Process Policy.

b. Criminal Background Investigations. As a condition of hire, all employees must authorize the Board to conduct criminal history verification in accordance with the provisions of the Illinois School Code. The Chief Executive Officer or his/her designee shall establish procedures and guidelines for compliance with the provisions of the Illinois School Code. Any employee whose criminal background excludes him/her from Board employment under the Illinois School Code shall be dismissed under the provisions of the Board's Employee Discipline and Due Process Policy. Regardless of whether or not an applicant or employee's criminal history excludes him/her from employment under the Illinois School Code, the Chief Executive Officer or his/her designee shall consider the applicant's criminal conviction history, and whether or not the applicant or employee has made a full disclosure of that history, in determining whether to hire an applicant or whether to dismiss an employee.

c. Felony Convictions After Employment. Any employee who is convicted of a felony must notify the Chief Executive Officer or his/her designee, by letter via certified mail, of the date, factual basis and nature of the conviction, as well as the name and location of the court in which the conviction occurred. Failure to report any felony conviction in writing within ten (10) days of the conviction, as required by this Rule, shall constitute cause for dismissal from employment. Compliance with this Rule shall not exempt the employee from discipline or dismissal because of the conviction.

d. Certification/Licenses. No applicant for employment or promotion to a position that requires certification and/or licensure under the Illinois School Code, or any other law or Board policy, may be hired until he or she has presented proof of proper certification or licensing by the appropriate authority. If an employee's certificate or license lapses, or is invalid, suspended or revoked, the employee shall be subject to discipline or dismissal in accordance with the Board's Employee Discipline and Due Process Policy.

e. Health Examinations. All applicants for employment and employees may be required, as a condition of hire or continued employment, to submit to a post-offer or post-employment health examination by an appropriate health-care professional to demonstrate that they can perform the essential functions of their position and are fit for duty.

f. Ethics Policy. All employees and applicants for employment shall comply with the Board's Ethics Policy. Employees who violate the Board's Ethics Policy shall be subject to discipline and dismissal under the Board's Employee Discipline and Due Process Policy.

g. Failure to Pay Municipal Debts. The Chief Executive Officer or his/her designee may require that applicants for employment verify that they have paid all debts due and owing to the City of Chicago as a condition of employment. The failure by any Board employee to pay a debt due and owing to the City of Chicago shall be cause for discipline or dismissal. For purposes of this Rule, "a debt due and owing" means a specified sum of money owed to the City for city services, work or goods after the period granted for payment has expired and/or a specified sum of money owed to the City pursuant to a court or administrative order after the exhaustion of or failure to exhaust judicial review. Upon request of the City Comptroller, the Board may withhold wages to pay municipal debts in accordance with the provisions of the Illinois School Code.

h. Drug and Alcohol Free Workplace. Board workplaces shall be drug and alcohol free. Accordingly, employees shall not unlawfully manufacture, distribute, possess, consume, use, or be under the influence of drugs or alcohol on Board property or premises or at any site of Board-sponsored activities. For purposes of this Rule, the term "drugs" means any controlled substance, as defined in 21

U.S.C. §812 and 720 ILCS 570/102 (1992), or any drug that is legally obtainable but has not been legally obtained, or that is not being used for prescribed purposes or taken according to prescribed dosages. The Board and/or the Chief Executive Officer or his/her designee shall establish policies and procedures to comply with federal and state Drug Free Workplace Acts and Drug Free Schools and Communities Acts. The Board and/or the Chief Executive Officer or his/her designee may establish policies and procedures for drug and alcohol testing for applicants prior to their hire, or for employees, post-hire. Such policies and procedures shall be consistent with applicable law. Applicants for employment, who violate this Rule, or Board policies and procedures, shall be excluded from consideration for employment. Employees who violate this Rule shall be dismissed from employment.

i. Violence Free Workplace and Learning Environment. It is the Board's policy that its facilities and workplaces shall be free of violence. Accordingly, employees shall not engage in any acts of violence at the workplace, or engage in any acts of violence outside of Board workplaces that have a nexus to their Board employment. For purposes of this Rule, acts of violence include use of physical force, when it is not reasonably necessary to protect persons or property from imminent harm, and acts of intimidation including, but not limited to, threats of physical force.

j. Authorization to Work in the United States. All candidates for employment must be legally present in the United States and possess legal authorization for employment in the United States.

k. Compliance with Laws and Board Policies and Rules Prohibiting Discrimination. All employees must comply with laws and Board policies and rules prohibiting discrimination, including laws and policies prohibiting sexual harassment.

l. Statement Concerning Employment in a Job Not Covered by Social Security. All employees who are employed in positions that are not covered by Social Security shall receive a "Statement Concerning Your Employment in a Job Not covered by Social Security" at the time of their hire.

m. Other Pre-Employment and Employment Requirements. The Board or the Chief Executive Officer or the Chief Executive Officer's designee may establish other hiring and employment criteria and eligibility requirements that are consistent with the position occupied or applied for, the Board's Rules and policies, public policy and local, state and federal law.

Sec. 4-5. Hiring, Appointment and Status of Employees.

a. Hiring and Appointment of Employees. The Chief Executive Officer or his/her designee shall hire, appoint and assign employees, except management level personnel, including officers, the General Counsel, heads of departments, directors and contract principals. The Board shall hire management level personnel, including the Chief Executive Officer, other officers, the General Counsel, heads of departments, directors and contract principals. The Board and/or the Chief Executive Officer or his/her designee may establish policies and eligibility criteria for the appointment of personnel.

b. Status of Employees. All employees shall serve at the pleasure of the Board and shall be considered at-will employees unless a statute or Board agreement or Board Rule expressly provides to the contrary.

Sec. 4-6. Layoff of Employees and Reductions in Force. The Chief Executive Officer shall decide whether and when a layoff of employees or a reduction in the Board's workforce should occur. The decision to layoff employees or conduct a reduction in force may be based upon enrollment projections, reorganizations, and/or budgetary, financial, and/or operational needs. The Chief Executive Officer or his/her designee shall implement such layoffs or reductions in force. Selection of employees for layoff who are covered by collective bargaining agreements shall be in accordance with the Board's Policy on Layoff of Tenured and Probationary Appointed Teachers and the Policy on ESP Layoffs.

Sec. 4-7. Discipline and Dismissal of Employees.

a. *Discipline of Personnel.* Principals, school-based supervisors, officers, heads of general departments now in existence or hereafter established, non-school based supervisors, the Chief Executive Officer or the General Counsel may discipline employees by written reprimand or suspension of employment without pay in accordance with the provisions of the Employee Discipline and Due Process Policy, as it exists now, or as it may hereafter be amended.

b. *Dismissal of Personnel.*

1. *Dismissal of Management Level Personnel, Including Chief Executive Officer, Officers, the General Counsel, Heads of Departments, and Directors.* The Board may dismiss management level personnel, including officers, the General Counsel, heads of departments, and directors, either upon recommendation of the Chief Executive Officer and a majority vote of the full membership of the Board, or upon majority vote of the full membership of the Board.
2. *Dismissal, Non-Renewal and Reappointment of Probationary Appointed Teachers.* Upon recommendation of the Chief Executive Officer, the Board shall dismiss or deny reappointment for the next school year to a probationary appointed teacher, as follows:
 - a. Principals may recommend to the Chief Executive Officer the non-renewal of a probationary teacher's appointment for the following school year provided that they must provide a reason to the Chief Executive Officer for the non-renewal. The Chief Executive Officer may accept or reject the principal's recommendation. If the Chief Executive Officer accepts the recommendation to non-renew a probationary appointed teacher, the Chief Executive Officer shall recommend that the Board non-renew and dismiss the probationary appointed teacher and provide the Board the reasons for that recommendation, which shall not be made public. The Chief Executive Officer shall notify probationary appointed teachers of non-renewal no later than thirty (30) calendar days before the end of the school year. In the case of non-renewed probationary appointed teachers who are in their last year of probation before attaining tenure, the Chief Executive Officer's notice of non-renewal shall notify the probationary appointed teacher of the reason(s) for non-renewal.
 - b. If a probationary appointed teacher engages in misconduct, or the principal is not satisfied with the probationary appointed teacher's performance, the principal may recommend that the probationary appointed teacher be dismissed before the end of the school year in accordance with procedures established by the Chief Executive Officer. If the Chief Executive Officer agrees with the principal's recommendation, he or she shall recommend that the Board dismiss the probationary appointed teacher, and provide the Board the reasons for that recommendation.
 - c. Probationary appointed teachers shall be deemed reappointed from school year to school year unless the Chief Executive Officer notifies the probationary appointed teacher that he or she will not be reappointed in accordance with this Rule.
3. *Dismissal of Other Probationary Employees, Miscellaneous Employees, and At-Will Educational Support Personnel.* The Chief Executive Officer may dismiss at-will employees, including but not limited to probationary employees and managerial, supervisory and confidential educational support personnel, and miscellaneous employees, in accordance with the applicable provisions of the Board's Employee Due Process and Discipline Policy, as it exists at the time of the adoption of this Rule, or as it may hereafter be amended. Nothing in the Board's Employee Due Process and Discipline Policy, as it exists at the time of the adoption of this Rule, or as it may hereafter be amended, shall confer, or be construed to confer, upon probationary employees or

other at-will employees a property interest in Board employment or an expectation of continued Board employment.

4. *Dismissal of Assistant Principals and Educational Support Personnel Covered by Collective Bargaining Agreements.* Upon recommendation of the Chief Executive Officer or his/her designee, the Board may dismiss assistant principals and educational support personnel covered by collective bargaining agreements for cause in accordance with the applicable provisions of the Board's Employee Due Process and Discipline Policy, as it exists at the time of the adoption of this Rule, or as it may hereafter be amended.
5. *Dismissal of Contract Principals.* Contract principals may be dismissed from Board employment and their contracts terminated prior to the agreed upon end of their contract, as follows:
 - a. In accordance with section 34-85 of the Illinois School Code (105 ILCS 5/34-85), and applicable provisions of the Employee Discipline and Due Process Policy, as it exists at the time of the adoption of this Rule, or as it may hereafter be amended, the Board may dismiss a contract principal for cause after a hearing before an Illinois State Board of Education ("ISBE") hearing officer. In deciding whether to dismiss a contract principal, the Board shall consider the hearing officer's recommendation, any arguments made by the Chief Executive Officer or the contract principal with respect to the ISBE hearing officer's recommendation and other material necessary to make an informed decision. The Board may adopt, modify or reject the ISBE hearing officer's recommendation, and enter orders it deems appropriate under the circumstances.
 - b. Upon recommendation of the Chief Executive Officer, after hearing, the Board may remove, replace and dismiss contract principals and terminate their contracts in accordance with the principal's contract and the provisions of 105 ILC 5/34-8.3.
6. *Dismissal Tenured Teachers.* In accordance with section 34-85 of the Illinois School Code (105 ILCS 5/34-85) and applicable provisions of the Employee Discipline and Due Process Policy as it exists at the time of the adoption of this Rule or as it may hereafter be amended, the Board may dismiss a tenured teacher for cause after a hearing before an Illinois State Board of Education ("ISBE") hearing officer. In deciding whether to dismiss a tenured teacher, the Board shall consider the hearing officer's recommendation, any arguments made by the Chief Executive Officer or the contract principal with respect to the ISBE hearing officer's recommendation and other material necessary to make an informed decision. The Board may adopt, modify or reject the ISBE hearing officer's recommendation, and enter orders it deems appropriate under the circumstances.
 - c. *Suspension Pending Investigation and/or a Discharge or Dismissal Hearing.* Where the Chief Executive Officer or his/her designee, or the General Counsel, deem it to be in the best interests of the Board, the Chief Executive Officer or his/her designee may remove an employee from active employment with pay, or may suspend an employee without pay pending an investigation and/or dismissal hearing in accordance with applicable provisions of the Employee Discipline and Due Process Policy, as it exists at the time of adoption of this Rule, or as it may hereafter be amended.

Sec. 4-8. Hours of Work – Full- and Part-time Employees. The Chief Executive Officer or his/her designee shall assign employees to work full- or part-time schedules, consistent with their job category, in accordance with this Rule.

a. Teachers.

1. Full-Time Teachers. Full-time teachers shall be assigned to work a minimum of seven (7) hours per day, including lunch, break times and preparation times, five (5) days per week, for a minimum of 38.6 weeks per year, inclusive of vacations periods.
2. Half-Time Teachers. Half-time teachers shall be assigned to work no more than one-half (½) of a full-time teacher's schedule.

b. Non-Exempt Educational Support Personnel. Educational support personnel may be employed on either a full-time or part-time basis. Full-time educational support personnel, who are classified as non-exempt under the United States Fair Labor Standards Act and the Illinois Minimum Wage Law, shall work a minimum of seven (7) hours and forty-five (45) minutes per day (7.75 hours), including a lunch and break times, five (5) days per week, and 38.6 weeks per year. Part-time, non-exempt educational support personnel shall be assigned to work fewer than seven (7) hours and forty-five (45) minutes a day (7.75 hours), and/or fewer than five (5) days per week, and/or fewer than fifty-two (52) weeks per year.

c. Other Exempt Employees. Employees who are classified as exempt under the United States Fair Labor Standards Act are subject to principles of public accountability, as defined by the United States Fair Labor Standards Act. Exempt employees are required to work as necessary to fulfill all of their duties and responsibilities, and full-time, exempt employees are required, at a minimum, to be performing their duties during the normal hours of operation of their assigned student attendance center or department.

d. Miscellaneous Employees. Miscellaneous employees may be employed on either a full-time or part-time basis, provided that, with the exception of miscellaneous employees who are currently participating in the Municipal Employees Retirement and Annuity Fund for another public sector employer:

1. miscellaneous employees paid on an hourly basis shall not be assigned to work more than seven hundred (700) hours in any calendar year;
2. Miscellaneous employees paid on a monthly basis shall not be employed for more than four (4) calendar months in any calendar year; and
3. Miscellaneous employees paid on a daily basis shall not be employed for more than one hundred (100) days in any calendar year.

Sec. 4-9. Overtime Premium Pay - Timekeeping – Public Accountability - No Compensatory Time Banks. The Chief Executive Officer shall designate all employee classifications and job titles as exempt or non-exempt in accordance with the United States Fair Labor Standards Act and the Illinois Minimum Wage Law.

a. Non-Exempt Positions. Employees who occupy non-exempt positions shall account for all hours worked on electronic timekeeping systems maintained by the Board, or alternative systems approved by the Chief Executive Officer or his/her designees. Non-exempt employees shall be paid for all hours worked in excess of forty (40) hours in a workweek in accordance with applicable law or as provided in applicable collective bargaining agreements.

b. Teachers. Teaching positions are exempt positions. Teachers shall be required to account for the hours that they are scheduled to be at the student attendance center and shall be required to use appropriate available accumulated sick or personal business benefit days for full or partial day absences.

c. Other Exempt Positions. Employees who occupy other exempt positions shall be required to account for their presence at work on each work day. Said employees must adhere to principles of public

accountability, and may be docked for full days of absence. Other exempt employees shall also use accumulated sick, personal or vacation benefit time for full days of absence. Said employees shall not be required to use accumulated benefit time for partial days of absence.

d. Timekeeping. The Chief Executive Officer or his/her designee shall establish procedures for electronic timekeeping, which shall be the primary means for keeping employees' time. Nothing in this Rule shall prevent the Chief Executive Officer, the General Counsel, a department head or supervisors from establishing additional or alternative timekeeping methods if operational needs require them.

e. No Banks of Compensatory Time In Lieu of Overtime. Non-exempt employees shall not accumulate compensatory time off in lieu of overtime.

Sec. 4-10. Holidays.

a. Designation of Holidays. The Chief Executive Officer or his/her designee shall schedule all Board holidays, on which days all Board offices shall be closed. Employees otherwise scheduled to work shall not be scheduled to work on Board holidays, except as necessary for the security and maintenance of facilities. Holidays that fall on a Sunday shall be observed on the Monday following the holiday. Holidays that fall on a Saturday shall not be observed.

b. Holiday Pay and Conditions for Holiday Pay. Employees, other than substitute teachers, retired teachers and miscellaneous employees, shall be paid their regular pay for the holiday. In the case of teachers, "regular pay" includes pay for extended day and regularly scheduled classes authorized on an overtime basis. To be eligible for holiday pay, employees must work either the day before or the day after the holiday, unless the employee has been approved to use sick or vacation benefit time on those days, except that appointed and temporarily assigned teachers and principals who are appointed or assigned on the day after Labor Day shall be eligible for holiday pay for the Labor Day holiday. Other eligibility requirements may be established by collective bargaining agreements or Board policies.

c. Teachers' Religious Holidays. Appointed teachers shall be granted up to three (3) non-attendance days with pay in a school year for the observance of religious holidays, which shall not be considered an absence, provided that:

1. The appointed teacher must give written notice to the school principal at least two (2) days in advance of non-attendance for the religious holiday; and
2. The cost of providing a substitute teacher shall be deducted from the appointed teacher's pay.

Sec. 4-11. Employee Benefit Days. The Board shall establish sick, personal business and vacation leave policies for employees, other than substitute teachers and miscellaneous employees, which shall set forth rules for the accrual, accumulation and payout upon termination of employment of sick, personal business and vacation benefits days.

Sec. 4-12. Family and Medical Leaves of Absence – FMLA Leaves and Supplementary Family and Medical Leaves.

a. Applicability of Rule. This Rule applies to all Board employees.

b. Types of Family and Medical Leaves Authorized by this Rule. The Board shall establish policies for Family and Medical Leave Act leaves and for supplementary family and medical leaves, including, child-rearing leaves, personal illness leaves, and family illness leaves. Said policies shall establish eligibility criteria for leaves, leave duration, any employee rights to return to a position at termination of leave, and rights to pay during leave.

c. Coordination with Other Laws, Regulations and Policies. All leaves granted under this Rule to employees eligible for FMLA leaves shall be designated as FMLA leaves for the first twelve (12) workweeks of the leave during any twelve (12) month period. FMLA leaves shall be concurrent with any other leave authorized by this Rule.

d. Coordination of Leaves. All leaves the Chief Executive Officer or his/her designee grant under this Rule to employees eligible for FMLA leaves shall be designated as FMLA leaves for the first twelve (12) workweeks of the leave during any twelve (12) month period. FMLA leaves shall be concurrent with any other leave authorized by this Rule.

e. Effect of Leave on Probationary Periods. Any probationary appointed teacher granted a leave of thirty (30) or more consecutive calendar days, including a FMLA leave, shall have his/her probationary period extended by the duration of the leave granted under this Rule. This Rule shall not apply to intermittent leaves.

f. Leave Required. Any employee subject to this Rule shall be required to seek a leave if the employee is absent from work or anticipates that he/she will be absent from work for more than ten (10) consecutive workdays, or if the employee anticipates the need for an on-going, intermittent leave. The Chief Executive Officer or his/her designee may seek to discipline or dismiss an employee who fails to apply for a leave under this Rule in accordance with the Board's Employee Discipline and Due Process Policy.

g. Medical Certification for Leave. All requests for leave or, where available, requests for leave extensions, must be supported by a certification from an appropriately licensed health-care provider. In accordance with applicable law, the Chief Executive Officer or his/her designee may require that an employee seeking a leave or on a leave to submit to periodic evaluation by an appropriately licensed health-care provider regarding the necessity of a leave or continued necessity of a leave. In cases of a dispute regarding the necessity of a leave, the Chief Executive Officer or his/her designee shall direct an employee to submit to an evaluation by an appropriately licensed health-care provider and request the health-care provider's opinion regarding the necessity of a leave. In cases where appropriately licensed health-care providers issue conflicting opinions or certifications of the necessity, or lack thereof, for a leave, the Chief Executive Officer or his/her designee shall direct the employee to submit to an evaluation of a third appropriately licensed health-care provider, whose opinion and certification regarding the necessity, or lack thereof, for a leave will be controlling. The employee or his/her health-care provider shall select the third health-care provider from a list maintained by the Chief Executive Officer or his/her designee. The cost of the evaluation and opinion by the third health-care provider shall be borne by the Board. An employee's failure or refusal to submit to any evaluation directed by the Chief Executive Officer or to cooperate in the evaluation or the health-care provider's selection shall be grounds for discipline or dismissal from employment. In cases where the health-care provider's opinion is that the employee should be on a leave, the health-care provider shall establish a date for re-evaluation to determine the continued necessity of the leave.

h. Maintenance of Insurance Benefits During Leaves. An employee granted a leave under this Rule shall maintain all insurance benefits during his/her leave provided that the employee pays the employee's premium contribution for the insurance.

i. Prohibition Against Secondary Employment During Certain Leaves of Absence. Employees who are granted a leave of absence for their own serious medical condition or their own personal illness under this Rule shall not work secondary employment during the period of the leave, including any leave extension.

Sec. 4-13. Involuntary Personal Illness Leaves- Fitness for Duty Leaves. The Chief Executive Officer or his/her designee shall have the authority to place an employee on an involuntary illness leave if the Chief Executive Officer or his/her designee determines that the employee's physical or mental health renders the employee unfit to perform the duties of the employee's position.

a. Examination of Employees Deemed Unfit for Duty. The Chief Executive Officer or his/her designee may require employees whose fitness for duty is at issue to submit to examinations and evaluations by appropriately licensed health-care providers to determine the employee's fitness to perform his or her duties.

b. Involuntary Personal Illness Leave for Employees Determined to be Unfit for Duty. If an employee is determined to be unfit to perform the employee's duties, the employee shall be placed on an involuntary personal illness leave and shall have all the same rights afforded to employees on voluntary personal illness leaves in accordance with the applicable personal illness leave policy.

c. Disputes Over Fitness for Duty. If an employee who is placed on an involuntary personal illness leave disputes the appropriately licensed health-care provider's determination that he/she is unfit to perform his/her duties, the employee must submit an opinion from another appropriately licensed health-care provider that he/she is fit for duty, and the resulting dispute shall be resolved in accordance with the provisions of Rule 4-12(g).

d. Duration of Involuntary Personal Illness Leave. An involuntary personal illness leave shall have a duration of no more than twenty-five (25) work months.

e. Termination of Involuntary Personal Illness Leave. An involuntary personal illness leave shall terminate on the earlier of: 1) certification that the employee is fit for duty by an appropriate health-care professional approved by the Chief Executive Officer, or, 2) the expiration of twenty-five (25) work months.

f. Tenured Teachers and Contract Principals Who Remain Unfit for Duty at the Expiration of Twenty-Five (25) Work Months. If, after the expiration of twenty-five (25) work months on an involuntary personal illness leave, a tenured teacher or a contract principal remains unfit for duty, the tenured teacher or contract principal shall be dismissed in accordance with the Illinois School Code and the Employee Discipline and Due Process Policy. For purposes of this Rule, an employee who has remained unfit for duty due to a mental or physical incapacity for six (6) or more work months shall not be deemed to be suffering from a temporary mental or psychological impairment, as defined by the Illinois School Code, and nothing in this Rule shall prevent the Board from dismissing a tenured teacher or a contract principal who has been mentally or psychologically incapacitated for more than six (6) months.

g. All Other Employees Who Remain Unfit for Duty at the Expiration of Twenty-Five Work Months. If, after the expiration of twenty-five (25) work months on an involuntary personal illness leave, an employee, other than a tenured teacher or a contract principal, remains unfit for duty and is not collecting a permanent disability pension from the Chicago Municipal Employees Annuity Fund, the employee shall be deemed absent without leave and honorably terminated in accordance with the Employee Discipline and Due Process Policy. For purposes of this Rule, an employee who has remained unfit for duty due to a mental or psychological impairment for six (6) or more work months shall not be deemed to be suffering from a temporary mental or psychological impairment, as defined by the Illinois School Code, and nothing in this Rule shall prevent the Board from dismissing an employee who has been mentally or psychologically incapacitated for more than six (6) months.

Sec. 4-14. Other Leaves with Pay. The Board, upon recommendation of 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 the procedures for apply for paid leaves under this Rule, which may include additional procedural eligibility criteria. Employees granted leaves 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

1. *Eligibility.* The Chief Executive Officer or his/her designee shall grant military leaves or reserve military leaves to full-time employees for any period the full-time employee spends in military service, including basic training, special or advanced training, and annual training, whether or not within the State of Illinois, and whether or not voluntary.
2. *Seniority and Benefits During Military Leave.* An employee on any military leave provided in this Rule shall continue to accrue seniority and other benefits.
3. *Pay During Military Leave.*
 - a. *Annual Training.* Any full-time employee granted a leave of absence for annual training under this Rule shall receive his regular compensation.
 - b. *Basic, Special or Advanced Training.* During the first sixty (60) days of military leave for basic, special or advanced training, an employee will receive the employee's regular compensation minus the amount of his/her base pay for military activities.
4. *Return to Work at Conclusion of Leave.* An employee, other than a miscellaneous employee, who is granted a military leave under this Rule and who: (1) receives a certificate described in section 9(a) of the Military Selective Service Act, 50 USCS Appx. § 459(a) (relating to the satisfactory completion of military service); and (2) makes application for reemployment within ninety (90) days after the employee is relieved from such training and service or from hospitalization continuing after discharge for a period of not more than one year, the employee shall be returned to work, as follows:
 - a. if qualified to perform the duties of his/her former position, the employee shall be reinstated to his/her former position or a position of like seniority, status or pay; or
 - b. if not qualified to perform the duties of his/her former position due to a disability sustained during the military leave, the employee will be offered a vacant position for which he/she is qualified.

b. Bereavement Leave. Employees, other than substitute teachers, retired teachers and miscellaneous employees, shall be granted paid bereavement leaves, as follows:

1. A leave not to exceed ten (10) week days, including holidays and layoff days, at the death of the eligible employee's parent, spouse, domestic partner, grandparent, child, brother, or sister of the employee, or step-parent married to a parent of the employee, provided that the last five (5) days of such a leave shall be applied against the employees' sick leave bank; and
2. A leave not to exceed five (5) week days, including holidays and layoff days, at the death of the eligible employee's grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, nephew, niece, uncle, aunt, or first cousin of the employee, provided that all days of such leave shall be applied against the employee's sick leave bank.

c. Jury Duty Leave. Employees, other than day-to-day substitute teachers, retired teachers and miscellaneous employees, shall receive a paid leave of absence when summoned for jury duty, provided that the amount of jury duty pay shall be deducted from the employee's pay for each day of jury duty. Day-to-day substitute teachers, retired teachers and miscellaneous employees shall be excused from work without pay when summoned for jury duty. The provisions of this Rule shall be applicable during summer school assignments.

d. Court Attendance Leave. Employees shall receive a paid leave of absence for court attendance when:

1. the employee is required to attend court, or other judicial proceedings, in connection with litigation in which school interests or records are involved, or when the State of Illinois, the City of Chicago, or the Board is a party and the employee is not personally interested in the outcome of the litigation; or
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 have authority to grant to an employee, other than substitute teachers, retired teachers or miscellaneous employees, a 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 and Principals. Upon recommendation of the Chief Executive Officer or his/her designee, the Board may grant paid leaves of absence to appointed teachers and contract principals, who have completed six (6) continuous years of satisfactory service, for the purposes of resident study, travel or other purposes, for a period of at least five (5) months but no more than ten (10) school months, if the Board determines that the leave will improve the service of the teacher or contract principal to the public schools. Eligibility for and the terms and conditions of sabbatical leaves will be established by Board policy.

g. Appointed Teacher, Contract Principal or Assistant Principal's On-Loan Leaves of Absence. The Board shall establish policies governing the terms and conditions under which it will loan employees to other institutions for employment with that institution. Upon recommendation of the Chief Executive Office or his/her designee, the Board may grant paid leaves of absence to appointed teachers, contract principals or assistant principals in accordance with Board policies for the purpose of:

1. Taking a position at a university and/or other educational institution if in the judgment of the Chief Education Officer such a leave will enable the teacher or administrator to engage in activities that will contribute to increasing the achievement of the students of the Chicago Public Schools; or
2. Taking a position with a contract school established under the Board's Policy to Establish Renaissance Schools, as adopted on September 22, 2004, and as it may hereafter be amended from time to time.

Sec. 4-15. Other Leaves without Pay. The Chief Executive Officer or the Board, upon recommendation of the Chief Executive Officer, may grant leaves without pay to eligible employees as set forth in this Rule. The Chief Executive Officer or his/her designee shall establish procedures for applying for unpaid leaves under this Rule, which may include additional procedural eligibility criteria. Employees granted leaves 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. Personal or Student Teaching Leaves of Absence for Educational Support Personnel. The Chief Executive Officer may grant educational support personnel employees who have been employed for not less than three (3) months personal or student teaching leaves of absence without pay. The Chief Executive Officer, in the exercise of his/her discretion, may permit educational support personnel granted

a personal leave of absence to be paid appropriate accumulated benefit time during the leave. Student teaching leaves of absence shall be without pay. Educational support personnel granted a personal or student teaching leave of absence under this Rule shall be restored to their former positions at the termination of the leave if the former position is available. If the former position is not available, the educational support personnel employee may apply for consideration for other educational support personnel vacancies and, if the educational support personnel employee is not selected to fill such vacancies, he/she will be laid off in accordance with Board Rules and Policies.

b. Tenured Teachers' Leave for Travel or Study. Upon recommendation of the Chief Education Officer, the Board may grant an unpaid leave of absence for one (1) year or less to a tenured teacher for educationally-related travel or for full-time study in accredited institutions of learning. At the conclusion of the leave, the tenured teacher must present credentials showing the course work pursued and the amount of work done to the Chief Education Officer. In case of leave for travel, evidence of such travel shall be presented to the Chief Education Officer. When a leave has been granted under this Rule, the absence shall not be construed as a break in service so far as seniority is concerned and the position shall be held open. A tenured teacher granted a leave under this Rule shall be ineligible for another leave under this Rule for a period of at least four (4) years after the conclusion of the leave. Any person who is granted leave under the provisions of this Rule, who fails to devote the entire period of the leave to the purposes specified in the application for leave shall pay to the Board the cost of maintaining benefits for the teacher during the leave and may be subject to discipline or dismissal in accordance with the Board's Employee Discipline and Due Process Policy, as it exists now or as it may hereafter be amended.

c. Tenured Teachers' Leave for Charter School Employment. The Chief Executive Officer or his/her designee may grant unpaid leaves of absence to tenured teachers who accept employment with a charter school in accordance with 105 ILCS §27A-10(b). Charter school leaves shall be granted in one (1) school year increments. Successive charter school leaves may be granted for up to maximum of five (5) school years. A tenured teacher who is granted a leave of absence for charter school employment may return to his/her former position only if the leave terminates after his/her first year of charter school leave; if the leave terminates after more than one (1) year of leave, the teacher shall be assigned to the Reassigned Teacher Pool in accordance with the Board's Policy on Reassignment and Layoff of Regularly Certified and Appointed Tenured Teachers, as it exists now, or as it may hereafter be amended.

d. Tenured Teachers' and Certificated Administrators' Personal Leave of Absence. Upon recommendation of the Chief Executive Officer, the Board may grant an unpaid personal leave of absence with full loss of salary for a period of two (2) years or less to any tenured teacher, certificated administrator, contract principal or quota assistant principal, if in the judgment of the Chief Executive Officer, such leave will enable the tenured teacher, certificated administrator, contract principal or quota assistant principal to engage in an activity which will be beneficial to the work of the Chicago Public Schools. A contract principal's application for a personal leave of absence shall be conditioned upon the termination of the contract principal's contract and consent of the applicable local school council. Upon conclusion of the personal leave of absence, the tenured teacher, contract principal or assistant principal may apply for vacant positions.

e. Tenured Teachers' and Educational Support Personnels' Union Leaves. Upon application by the Chicago Teachers Union ("CTU"), the Illinois Federation of Teachers ("IFT"), or the American Federation of Teachers ("AFT"), and upon recommendation of the Chief Executive Officer, employees who are elected or appointed to full-time positions with the CTU, IFT or AFT may be granted leaves of absence without pay for the purpose of accepting positions, provided that no more than thirty (30) employees shall be granted such a leave at any one time. Employees granted a union leave of absence shall retain all other benefits as if they were in regular service. They shall continue to accrue seniority for salary increments and all other purposes where seniority is a factor, and their absence shall not be construed as a break in service for any purpose. As condition of such leave, the CTU, IFT, and AFT must agree to pay the cost of maintaining any benefits for the employee. At the conclusion of a union leave under this Rule, the teacher shall not have the right to return to his/her former position but will be assigned to an equivalent position in the area of his or her certification in accordance with the faculty

integration plan. An educational support personnel employee granted a union leave under this Rule shall not have a right to return to his/her former position at the conclusion of the leave but shall have a right to return to an equivalent position, provided the educational support personnel employee provides the Board ninety (90) calendar days notice of his/her intent to return.

f. Tenured Teachers' Pension Office Employment Leave. Upon application by the Chicago Teachers' Pension Fund, and upon recommendation of the Chief Executive Officer, the Board may grant an unpaid leave of absence to tenured teachers to accept appointments to full-time positions with the Chicago Teachers' Pension Fund. As condition of such leave, the Chicago Teachers' Pension Fund must agree to pay the cost of maintaining any benefits for the employee. Upon termination of the leave, employees shall be treated as laid off employees and afforded the rights and benefits provided in the applicable Board's layoff policies.

g. Principals' Summer Leave of Absence. Upon recommendation of the Chief Executive Officer and Local School Council, the Board may grant an unpaid leave of absence for two (2) calendar months or less during the calendar months of July and August to a contract principal who submits proper application prior to the May 1st preceding the months of July and August for which leave is requested. When a leave has been granted under this section, the absence shall not be construed as a break in service so far as seniority is concerned and the principal's position shall be held open. Principals granted such leaves of absence shall retain all other benefits as if they were in regular service, except that they shall not be allowed to accrue sick or vacation benefit days, or receive pension credit for the period of the unpaid summer leave.

h. Family Military Leave of Absence. The Chief Executive Officer or designee may grant an unpaid family military leave of absence of up to thirty (30) calendar days to an employee who: 1) is the spouse or parent of any person called to military service for a period of more than thirty (30) calendar days pursuant to orders of the Governor of the State of Illinois or the President of the United States, 2) has been employed by the Board for at least twelve (12) months, and, 3) has been employed for at least 1,250 hours of service during the 12-month period immediately preceding the commencement of the leave. Employees who request unpaid family military leave for five (5) or more consecutive work days must make their request for the leave fourteen (14) days prior to the commencement of the leave; employees who request unpaid family military leave for less than five (5) consecutive work days shall make their request as soon as practicable. Upon termination of the leave, the employee shall be restored to the position held by the employee prior to commencement of the leave or to a position with equivalent seniority status, employee benefits, pay and other terms and conditions of employment, unless the employee would not have maintained his/her position regardless of the leave. The Chief Executive Officer or designee shall establish procedures and requirements for applying for leaves, including requirements for submission of certification from the proper military authority to verify the employee's eligibility for the family military leave and procedures for return of employees at the conclusion of the family military leave.

Sec. 4-16. Resignations and Retirement. Resignations and notices of intent to retire shall be deemed irrevocable upon receipt by the Department of Human Resources.