

1 AN ACT concerning education.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 5. The School Code is amended by changing Section  
5 24-6 as follows:

6 (105 ILCS 5/24-6)

7 Sec. 24-6. Sick leave. The school boards of all school  
8 districts, including special charter districts, but not  
9 including school districts in municipalities of 500,000 or  
10 more, shall grant their full-time teachers, and also shall  
11 grant such of their other employees as are eligible to  
12 participate in the Illinois Municipal Retirement Fund under  
13 the "600-Hour Standard" established, or under such other  
14 eligibility participation standard as may from time to time be  
15 established, by rules and regulations now or hereafter  
16 promulgated by the Board of that Fund under Section 7-198 of  
17 the Illinois Pension Code, as now or hereafter amended, sick  
18 leave provisions not less in amount than 10 days at full pay in  
19 each school year. If any such teacher or employee does not use  
20 the full amount of annual leave thus allowed, the unused  
21 amount shall be allowed to accumulate to a minimum available  
22 leave of 180 days at full pay, including the leave of the  
23 current year. Sick leave shall be interpreted to mean personal

1 illness, quarantine at home, serious illness or death in the  
2 immediate family or household, or birth, adoption, or  
3 placement for adoption. The school board may require a  
4 certificate from a physician licensed in Illinois to practice  
5 medicine and surgery in all its branches, a chiropractic  
6 physician licensed under the Medical Practice Act of 1987, a  
7 licensed advanced practice registered nurse, a licensed  
8 physician assistant, or, if the treatment is by prayer or  
9 spiritual means, a spiritual adviser or practitioner of the  
10 teacher's or employee's faith as a basis for pay during leave  
11 after an absence of 3 days for personal illness or 30 days for  
12 birth or as the school board may deem necessary in other cases.  
13 If the school board does require a certificate as a basis for  
14 pay during leave of less than 3 days for personal illness, the  
15 school board shall pay, from school funds, the expenses  
16 incurred by the teachers or other employees in obtaining the  
17 certificate. For paid leave for adoption or placement for  
18 adoption, the school board may require that the teacher or  
19 other employee provide evidence that the formal adoption  
20 process is underway, and such leave is limited to 30 days  
21 unless a longer leave has been negotiated with the exclusive  
22 bargaining representative.

23 For the purposes of calculating paid sick leave for the  
24 birth of a child or the adoption or placement for adoption of a  
25 child:

26 (1) the days do not have to be taken immediately after

1       the birth of the child or the adoption or placement of the  
2       child;

3           (2) the days do not have to be taken consecutively;  
4       and

5           (3) the school board may not count any day in which  
6       school is not in session, including an extended break.

7       If, by reason of any change in the boundaries of school  
8       districts, or by reason of the creation of a new school  
9       district, the employment of a teacher is transferred to a new  
10      or different board, the accumulated sick leave of such teacher  
11      is not thereby lost, but is transferred to such new or  
12      different district.

13       For purposes of this Section, "immediate family" shall  
14      include parents, spouse, brothers, sisters, children,  
15      grandparents, grandchildren, parents-in-law, brothers-in-law,  
16      sisters-in-law, and legal guardians.

17      (Source: P.A. 99-173, eff. 7-29-15; 100-513, eff. 1-1-18.)