



Sen. Meg Loughran Cappel

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10200SB3914sam001

LRB102 24654 NLB 36020 a

1 AMENDMENT TO SENATE BILL 3914

2 AMENDMENT NO. \_\_\_\_\_. Amend Senate Bill 3914 by replacing  
3 everything after the enacting clause with the following:

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

1 the Illinois Pension Code, as now or hereafter amended, sick  
2 leave provisions not less in amount than 10 days at full pay in  
3 each school year. If any such teacher or employee does not use  
4 the full amount of annual leave thus allowed, the unused  
5 amount shall be allowed to accumulate to a minimum available  
6 leave of 180 days at full pay, including the leave of the  
7 current year. Sick leave shall be interpreted to mean personal  
8 illness, mental or behavioral health complications, quarantine  
9 at home, or serious illness or death in the immediate family or  
10 household. The school board may require a certificate from a  
11 physician licensed in Illinois to practice medicine and  
12 surgery in all its branches, a mental health professional  
13 licensed in Illinois providing ongoing care or treatment to  
14 the teacher or employee, a chiropractic physician licensed  
15 under the Medical Practice Act of 1987, a licensed advanced  
16 practice registered nurse, a licensed physician assistant, or,  
17 if the treatment is by prayer or spiritual means, a spiritual  
18 adviser or practitioner of the teacher's or employee's faith  
19 as a basis for pay during leave after an absence of 3 days for  
20 personal illness or as the school board may deem necessary in  
21 other cases. If the school board does require a certificate as  
22 a basis for pay during leave of less than 3 days for personal  
23 illness, the school board shall pay, from school funds, the  
24 expenses incurred by the teachers or other employees in  
25 obtaining the certificate.

26 Sick leave shall also be interpreted to mean birth,

1 adoption, placement for adoption, and the acceptance of a  
2 child in need of foster care. Teachers and other employees to  
3 which this Section applies are entitled to use up to 30 days of  
4 paid sick leave because of the birth of a child that is not  
5 dependent on the need to recover from childbirth. Paid sick  
6 leave because of the birth of a child may be used absent  
7 medical certification for up to 30 working school days, which  
8 days may be used at any time within the 12-month period  
9 following the birth of the child. The use of up to 30 working  
10 school days of paid sick leave because of the birth of a child  
11 may not be diminished as a result of any intervening period of  
12 nonworking days or school not being in session, such as for  
13 summer, winter, or spring break or holidays, that may occur  
14 during the use of the paid sick leave. For paid sick leave for  
15 adoption, placement for adoption, or the acceptance of a child  
16 in need of foster care, the school board may require that the  
17 teacher or other employee to which this Section applies  
18 provide evidence that the formal adoption process or the  
19 formal foster care process is underway, and such sick leave is  
20 limited to 30 days unless a longer leave has been negotiated  
21 with the exclusive bargaining representative. Paid sick leave  
22 for adoption, placement for adoption, or the acceptance of a  
23 child in need of foster care need not be used consecutively  
24 once the formal adoption process or the formal foster care  
25 process is underway, and such sick leave may be used for  
26 reasons related to the formal adoption process or the formal

1 foster care process prior to taking custody of the child or  
2 accepting the child in need of foster care, in addition to  
3 using such sick leave upon taking custody of the child or  
4 accepting the child in need of foster care.

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

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

15 (Source: P.A. 102-275, eff. 8-6-21.)

16 Section 99. Effective date. This Act takes effect upon  
17 becoming law."