

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, or serious illness or death in
2 the 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 Sick leave shall also be interpreted to mean birth,
24 adoption, placement for adoption, and the acceptance of a
25 child in need of foster care. Teachers and other employees to
26 which this Section applies are entitled to use up to 30 days of

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

1 accepting the child in need of foster care.

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

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

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

13 Section 99. Effective date. This Act takes effect upon
14 becoming law.