



Rep. Michelle Mussman

**Filed: 3/9/2021**

10200HB0816ham001

LRB102 14827 CMG 22758 a

1 AMENDMENT TO HOUSE BILL 816

2 AMENDMENT NO. \_\_\_\_\_. Amend House Bill 816 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, quarantine at home, or serious illness or death in  
9 the immediate family or household, ~~or birth, adoption, or~~  
10 ~~placement for adoption~~. The school board may require a  
11 certificate from a physician licensed in Illinois to practice  
12 medicine and surgery in all its branches, a chiropractic  
13 physician licensed under the Medical Practice Act of 1987, a  
14 licensed advanced practice registered nurse, a licensed  
15 physician assistant, or, if the treatment is by prayer or  
16 spiritual means, a spiritual adviser or practitioner of the  
17 teacher's or employee's faith as a basis for pay during leave  
18 after an absence of 3 days for personal illness or ~~30 days for~~  
19 ~~birth or~~ as the school board may deem necessary in other cases.  
20 If the school board does require a certificate as a basis for  
21 pay during leave of less than 3 days for personal illness, the  
22 school board shall pay, from school funds, the expenses  
23 incurred by the teachers or other employees in obtaining the  
24 certificate. ~~For paid leave for adoption or placement for~~  
25 ~~adoption, the school board may require that the teacher or~~  
26 ~~other employee provide evidence that the formal adoption~~

1 ~~process is underway, and such leave is limited to 30 days~~  
2 ~~unless a longer leave has been negotiated with the exclusive~~  
3 ~~bargaining representative.~~

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

1 prior to taking custody of the child, in addition to using such  
2 sick leave upon taking custody of the child.

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

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

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

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