

## **Educational Support Personnel**

### **Sick Days – IMRF Employees Entering Service With District**

Each of the provisions in this policy applies to all educational support personnel to the extent that it does not conflict with an applicable collective bargaining agreement or individual employment contract or benefit plan; in the event of a conflict, such provision is severable and the applicable bargaining agreement or individual agreement will control.

#### Sick and Personal Leave Transference

Newly hired full or part-time educational support personnel who are being hired as an IMRF covered employee, and who are transferring directly from another IMRF position with a different IMRF employer, will be permitted to transfer any sick and/or personal leave accumulated during employment with their previous employer. Employees who transfer sick and/or personal leave will not be permitted, at any time during or after their employment with North Mac Community Unit School District #34, to sell back any of the transferred leave days. Employees will be responsible for any penalties incurred from IMRS for any transferred leave.

LEGAL REF.: 20 ILCS 1805/30.1 et seq.  
105 ILCS 5/10-20.7b, 5/24-2, and 5/24-6.  
820 ILCS 147 and 180/.  
820 ILCS 154/.  
School Dist. 151 v. ISBE, 154 Ill.App.3d 375 (1st Dist. 1987); Elder v. Sch. Dist. No.127 1/2, 60 Ill.App.2d 56 (1st Dist. 1965).

CROSS REF.: 5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave), 5:250 (Professional Personnel - Leaves of Absence)

Adopted February 2019