

**Educational Support Personnel**

**Sick Days, Vacation, Holidays, and Leaves**

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.

Please refer to the following collective bargaining agreements:

“Agreement Between The Rockford Board of Education School District 205 and Local 692 of Council 31 of The American Federation of State, County, Municipal Employees, AFL-CIO”;

“Agreement Between The Rockford Board of Education School District 205 and Local 3210 of Council 31 of The American Federation of State, County, Municipal Employees, AFL-CIO”;

“Agreement Between The Rockford Board of Education School District 205 and Local 1275 of Council 31 of The American Federation of State, County, Municipal Employees, AFL-CIO”;

“Agreement Between The Rockford Board of Education School District 205 and Educational Office Personnel Association”; and

“Agreement Between The Rockford Board of Education School District 205 and Rockford Building Maintenance Association”;

For employees not covered by these agreements:

The Human Resources Department shall make available a “Summary of Benefits” which lists all the benefits for District personnel not covered by a collective bargaining agreement.

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 180/1 et seq.

CROSS REF.: 5.180, 5.185

Adopted: July 8, 1997

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