

## **Professional Personnel**

### **Leaves of Absence**

Sick, Professional, Sabbatical and General Leave, Maternity/Child-Rearing Leave, Emergency Leave, and Association Leave

**Please refer to the "Professional Agreement between the Board of Education of the Forrestville Valley Community Unit School District 221 and the Forrestville Valley Education Association."**

### Leaves For Service in the Military and General Assembly

Leaves for service in the military and General Assembly shall be granted in accordance with State and Federal law.

A professional staff member hired to replace one in military service, in the General Assembly, or one who has accepted employment in a Department of Defense overseas dependents' school does not acquire tenure.

### School Visitation Leave

An eligible teacher is entitled to 8 hours during any school year, no more than 4 hours of which may be taken on any given day, to attend school conferences or classroom activities related to the teacher's child, if the conference or activity cannot be scheduled during non-work hours. Teachers must first use all accrued vacation leave, personal leave, compensatory leave, and any other leave that may be granted to the teacher, except sick and disability leave.

The Superintendent shall develop administrative procedures implementing this policy consistent with the School Visitation Rights Act.

### Leave to Serve as an Election Judge

Any staff member who was appointed to serve as an election judge under State law may, after giving at least 20-days' written notice to the District, be absent without pay for the purpose of serving as an election judge. The staff member is not required to use any form of paid leave to serve as an election judge. No more than 10% of the District's employees may be absent to serve as election judges on the same election day.

LEGAL REF.:        10 ILCS 5/13-2.5.  
                           20 ILCS 1805/30.1 et seq.  
                           105 ILCS 5/24-6, 5/24-6.1, 5/24-6.2, 5/24-6.3, 5/24-13, and 5/24-13.1.  
                           820 ILCS 147/ and 180/.

CROSS REF.:        5:180 (Temporary Illness or Temporary Incapacity), 5:185 (Family and Medical Leave), 5:330 (Educational Support Personnel - Sick Days, Vacation, Holidays, and Leaves)

ADOPTED:           June 10, 1996

REVISED:           June 16, 2004; May 20, 2015