

Memorandum of Agreement

FMLA and Maternity Leave

This Memorandum of Agreement is entered into between the Board of Education of Lincolnwood School District No. 74, Cook County, Illinois (“District” or “Board”) and Lincolnwood Teachers’ Association, Local 1274, IFT/AFT (“LTA” or “Association”). The Board and LTA have previously entered into a collective bargaining agreement for July 1, 2021, through June 30, 2025 (the “Current Agreement”). The Association and the Board (collectively “the Parties”) hereby agree to supplement the Current Agreement as follows:

- 1) Section 12.2 of the Current Agreement addresses the Family and Medical Leave Act (“FMLA”). The Parties acknowledge that the Illinois legislature and Governor recently enacted Public Act 102-335 creating new Section 24-6.4 of the School Code, effective as of January 1, 2022. It states that:

“A school district employee who has been employed by the school district for at least 12 months and who has worked at least 1,000 hours in the previous 12-month period shall be eligible for family and medical leave under the same terms and conditions as leave provided to eligible employees under the federal Family and Medical Leave Act of 1993.”

The Parties agree that all leaves under Section 12.2 of the Current Agreement shall be administered in accordance with this new Section 24-6.4 of the School Code, when it goes into effect on January 1, 2022, and as it may be amended in the future.

- 2) Section 12.3 of the Current Agreement addresses Leave During Pregnancies and Adoptions. The Parties acknowledge that the Illinois legislature and Governor recently enacted Public Act 102-275 modifying Section 24-6 of the School Code. The Parties agree that all leaves under Section 12.3 of the Current Agreement shall be administered in accordance with the modified provisions of Section 24-6 of the School Code, as it now exists or as it may be amended in the future. In addition, the Parties agree to modify the following subsections of Section 12.3 as follows:

- a) Section 12.3.A.4 is deleted in its entirety and replaced as follows:


Typically, teachers who miss days of work following the birth of a child shall be allowed, to the extent they have accrued such days, to use up to thirty (30) working school days of paid sick leave, which days may be used at any time within the 12-month period following the birth of the child. In the event of a C-Section delivery, an additional ten (10) working school days may be used if all such leave is taken continuously within the eight (8) calendar weeks following the birth.

b) Section 12.3.B is deleted in its entirety and replaced as follows:

Eligible teachers may use up to twelve (12) weeks of FMLA leave to care for a newborn or newly placed child during the first twelve (12) months following the child's birth or placement. Available sick leave up to thirty (30) working school days shall be used as a basis for pay and shall run concurrently with the FMLA leave. The remainder of such leave shall be unpaid after the exhaustion of paid sick leave. FMLA leave taken to care for a newborn or newly placed child may not be taken on an intermittent basis and may not be used to demand a part-time position.

The Parties agree that this Memorandum does not provide grounds to open the remainder of the Current Agreement for consideration of any other amendments or negotiations, and does not provide grounds to pay any other individual in a manner other than outlined above.

**LINCOLNWOOD TEACHERS'
ASSOCIATION**



Association Co-President
Stacy Panoutsos




Association Co-President
Travis DuPriest

12/2/21

Date

**LINCOLNWOOD SCHOOL
DISTRICT NO. 74**



Board of Education President Kevin Daly



Board of Education Secretary John P. Vranas

12/2/21

Date