

CONTRACT NEGOTIATIONS: STRATEGIES, ECONOMIC CONDITIONS, TRENDS

PRESENTED TO THE SOUTH SUBURBAN SCHOOL BUSINESS
OFFICIALS

MARCH 11, 2021

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What is CPI?

- The Consumer Price Index (CPI) is a measure of the average change over time in prices paid by urban consumers for a market basket of consumer goods and services.
- The United States Bureau of Labor Statistics tracks and releases CPI data monthly.

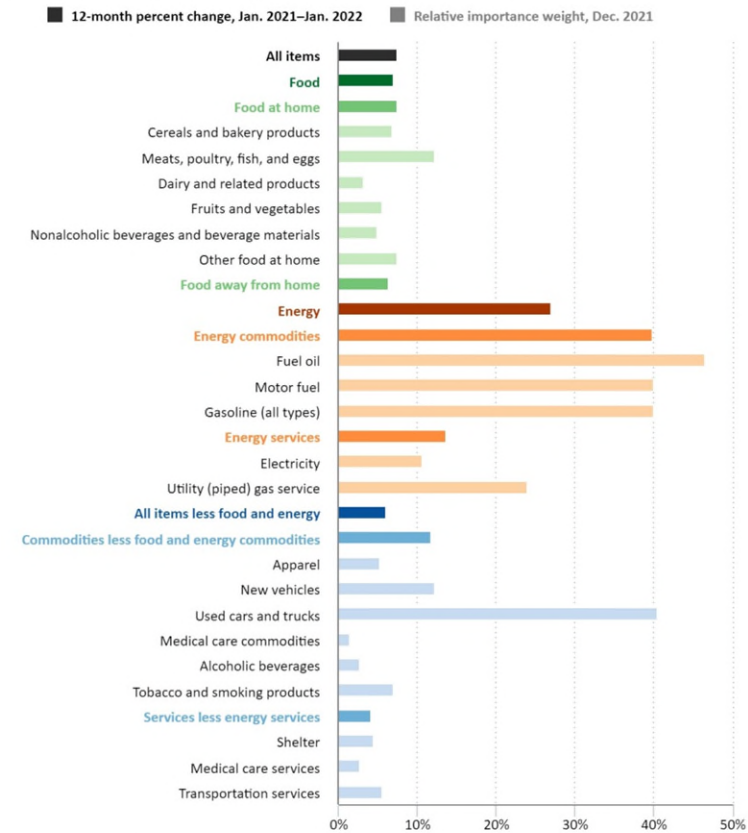
CPI-U Chart for January 2022



- The Consumer Price Index for All Urban Consumers (CPI-U) rose 7.5% over the twelve months from January 2021 to January 2022.
- This was the largest 12-month increase since the period that ended in February 1982.
- Food prices increased by 7.0% and energy prices rose by 27.0%.

CPI-U Chart for January 2022

Consumer Price Index for All Urban Consumers, 12-month percent change, by expenditure category, January 2022



Click legend items to change data display. Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics.



Dynak v. The Board of Education of Wood Dale School District 7

- Illinois Supreme Court case issued on April 16, 2020.
- The question in the case was whether section 24-6 of the Illinois School Code allows a teacher who gives birth at the end of the school year to use her accumulate paid sick leave at the start of the next school year.
- In evaluating the statute, the Court found that “teachers may use up to 30 days of accumulated paid leave during the six-week period *immediately* following the birth. Once that six-week period has elapsed, a teacher may not use her paid sick days for birth unless he or she provides a physician’s certificate as set forth in the statute.” (164 N.3d 1226, 1234).

Public Act 102-275

- As a response to *Dynak*, the Illinois General Assembly amended Section 24-6 of the Illinois School Code regarding sick leave to now include:
 - “Paid sick leave because of the birth of a child may be used absent medical certification for up to 30 working school days, which days may be used at any time within the 12-month period following the birth of the child. The use of up to 30 working school days of paid sick leave because of the birth of a child may not be diminished as a result of any intervening period of nonworking days or school not being in session, such as for summer, winter, or spring break or holidays, that may occur during the use of the paid sick leave. “

Full Amendatory Text of P.A. 102-275

- “Sick leave shall also be interpreted to mean birth, adoption, placement for adoption, and the acceptance of a child in need of foster care. Teachers and other employees to which this Section applies are entitled to use up to 30 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Paid sick leave because of the birth of a child may be used absent medical certification for up to 30 working school days, which days may be used at any time within the 12-month period following the birth of the child. The use of up to 30 working school days of paid sick leave because of the birth of a child may not be diminished as a result of any intervening period of nonworking days or school not being in session, such as for summer, winter, or spring break or holidays, that may occur during the use of the paid sick leave. For paid sick leave for adoption, placement for adoption, or the acceptance of a child in need of foster care, the school board may require that the teacher or other employee to which this Section applies provide evidence that the formal adoption process or the formal foster care process is underway, and such sick leave is limited to 30 days unless a longer leave has been negotiated with the exclusive bargaining representative. Paid sick leave for adoption, placement for adoption, or the acceptance of a child in need of foster care need not be used consecutively once the formal adoption process or the formal foster care process is underway, and such sick leave may be used for reasons related to the formal adoption process or the formal foster care process prior to taking custody of the child or accepting the child in need of foster care, in addition to using such sick leave upon taking custody of the child or accepting the child in need of foster care.”

HB 1167

- Better known as the ‘COVID Days Bill’
- Passed by the Illinois House of Representatives on March 1, 2022.
- Sent to the Illinois Senate on March 2, 2022.
- Text is very similar to the bill that passed last October and was vetoed by the Governor in January.
- Provisions include amendments to the School Code that:
 - Provide pay and benefits to school district employees and contractors who provide educational support services for a school closure or e-learning day. However, there is an exception for when the school day is rescheduled and the employees will be paid their daily, regular rate of pay and benefits on the rescheduled day when services are rendered.
 - Provides for COVID-19 paid administrative leave for school district employees who are **fully vaccinated** against COVID-19.
 - Provides for the return of sick leave used during the 2021-22 school year to teachers and employees who are fully vaccinated against COVID-19