

**POLICY 10
SICK LEAVE**

Rule 10.06 - Sick Leave Compensation Upon Termination

Upon termination of University employment, an eligible employee as defined by the State Finance Act (30 ILCS 105/1 *et seq.*) and in this policy may elect to be compensated for up to one-half of the amount of unused compensable sick leave earned between January 1, 1984, and December 31, 1997. Such payout will be at the employee's current regular rate at the time of termination. The employee may elect to have the sick leave accrual remaining after payment reported to the State Universities Retirement System for service credit in accordance with the rules of the State Universities Retirement System. If an employee does not elect to receive a payout for any or some leave, the remaining sick leave accrual will be reported to the State Universities Retirement System for service credit.

All unused sick leave accumulated prior to January 1, 1984, on or after January 1, 1998, and/or accumulated while ineligible for compensation under the State Finance Act is not subject to payment, but may be used for service credit in accordance with the rules of the State Universities Retirement System.

Under some circumstances, such as the reemployment of a former employee within two years of separation or employment of a State of Illinois or other University System employee, accrued non-compensated sick leave will be restored or credited to a University employee (see Policy 10 and Rule 13.04). Such sick leave will be treated the same as any pre-January 1, 1984, accumulation; that is, it will not be eligible for cash payout under any circumstances.