

Professional Personnel

Terms and Conditions of Employment and Dismissal

The Executive Director manages the terms and conditions for the employment of professional personnel. The Executive Director shall act reasonably and comply with State and federal law as well as any applicable collective bargaining agreement in effect. The Executive Director is responsible for making dismissal recommendations to the Board consistent with the Board's goal of having a highly qualified, high performing staff.

School Year and Day

Please refer to the following current Agreement:

Professional Agreement between Mid-Valley Special Education Cooperative Executive Advisory Board and Mid-Valley Special Education Association-IEA/NEA.

For those employees not covered by this Agreement:

~~Certified staff shall work according to the school calendar adopted by the Board, which shall have a minimum of 176 student attendance days and a minimum of 180 teacher work days, including teacher institute days. Certified staff are not required to work on legal school holidays unless the Cooperative has followed applicable State law that allows it to hold school or schedule teachers' institutes, parent-teacher conferences, or staff development on the third Monday in January (the birthday of Dr. Martin Luther King, Jr.); February 12 (the birthday of President Abraham Lincoln); the first Monday in March (known as Casimir Pulaski's birthday); the second Monday in October (Columbus Day); and November 11 (Veteran's Day).~~ *Work calendars will be determined by the Executive Director*

~~Certified staff are required to work the school day adopted by the Board.~~ *or designee*

Nursing Mothers

The Cooperative accommodates employees who are nursing mothers according to provisions in State *and approved by the Board.* and federal law.

Duty-Free Lunch

Please refer to the following current Agreement:

Professional Agreement between Mid-Valley Special Education Cooperative Executive Advisory Board and Mid-Valley Special Education Association-IEA/NEA.

For those employees not covered by this Agreement:

~~Certified staff employed for at least 4 hours per day shall receive a duty-free lunch equivalent to the student lunch period or 30 minutes, whichever is longer.~~ *of*

Salary

Please refer to the following current Agreement:

Professional Agreement between Mid-Valley Special Education Cooperative Executive Advisory Board and Mid-Valley Special Education Association-IEA/NEA.

For those employees not covered by this Agreement:

Certified staff shall be paid according to the salary schedule adopted by the Advisory Board, but in no case less than the minimum salary provided by the School Code. Certified staff shall be paid at least monthly on a 10 or 12 month basis.

Salaries or hourly pay rates will be determined by the Executive Director or designee and approved by the Board.

Assignments and Transfers

Please refer to the following current Agreement:

Professional Agreement between Mid-Valley Special Education Cooperative Executive Advisory Board and Mid-Valley Special Education Association-IEA/NEA.

For those employees not covered by this Agreement:

The Executive Director is authorized to make teaching, study hall, extra-class duty, and extracurricular assignments. In order of priority, assignments shall be made based on the Cooperative's needs and best interests, employee qualifications, and employee desires.

Evaluation

Please refer to the following current Agreement:

Professional Agreement between Mid-Valley Special Education Cooperative Executive Advisory Board and Mid-Valley Special Education Association-IEA/NEA.

For those employees not covered by this Agreement:

~~The Cooperative's teacher evaluation system will be conducted under the plan developed pursuant to State law.~~ *The Executive Director or designee will determine and implement an evaluation process.*
On an annual basis, the Executive Director will provide the Advisory Board with a written report which outlines the results of the Cooperative's teacher evaluation system.

Dismissal

Please refer to the following current Agreement:

Professional Agreement between Mid-Valley Special Education Cooperative Executive Advisory Board and Mid-Valley Special Education Association-IEA/NEA.

For those employees not covered by this Agreement:

The Cooperative will follow State law when dismissing a ^{certified} staff member.

LEGAL REF.: 105 ILCS 5/10-19, 5/18-8, 5/22.4, 5/24-16.5, 5/24-2, 5/24-8, 5/24-9, 5/24-11, 5/24-12, 5/24-21, 5/24A- 1 through 24A -20.
820 ILCS 260/1 et seq.
Cleveland Board of Education v. Loudermill, 105 S.Ct. 1487(1985).

CROSS REF.: 5:125 (Personal Technology and Social Media; Usage and Conduct), 5:290 (Employment Termination and Suspensions), 6:20 (Calendar and Day)

ADOPTED: April 4, 2012