**PRESS PLUS ISSUE #123 (OCTOBER 2026)**
**11/13/26 POLICY COMMITTEE MEETING**

1. **ACTION TO BE TAKEN:**

**_____CONSENT**

**_____1st READING**

**_____KEEP IN COMMITTEE**

**_____DELETE POLICY**

2. **POLICY COMMITTEE TO DETERMINE:**

**___ Adopt as Presented**
*(change "revised" & "reviewed" date)*

**___Adopt with Additional District Edits**
*(change "revised" & "reviewed" date)*

**___Edits Not Adopted**
*(change "reviewed" date)*

Document Status: Draft Update

Professional Personnel

# 5:240 Suspension

**Please refer to the current "Agreement between the Board of Education, School District #74, Lincolnwood, Illinois, and the Lincolnwood Teacher's Association, Local 1274 IFT/AFT, AFL-CIO and the Lincolnwood Support Staff Union, Local 1274 IFT/AFT, AFL-CIO for additional information, if applicable."**

Employees Under Investigation by Illinois Dept. of Children and Family Services (DCFS)

Upon receipt of a DCFS recommendation that the District remove an employee from his or her position when he or she is the subject of a pending DCFS investigation the Board or Superintendent, in consultation with the Board Attorney, will determine whether to:

1. Let the employee remain in his or her position pending the outcome of the investigation; or
2. Remove the employee temporarily as recommended by DCFS.

Repayment of Compensation and Benefits

If a professional employee is suspended with pay, either voluntarily or involuntarily, pending the outcome of a criminal investigation or prosecution, and the employee is later dismissed as a result of his or her criminal conviction, then the employee must repay to the District all compensation and the value of all benefits received by him or her during the suspension. The Superintendent will notify the employee of this requirement when the employee is suspended.

LEGAL REF.:

105 ILCS 5/24-12.

5 ILCS 430/5-60(b), State Officials and Employee Ethics Act.

325 ILCS 5/7.4(c-10), Abused and Neglected Child Reporting Act.

*Cleveland Bd. of Educ. v. Loudermill,* 470 U.S. 532 (1985).

*Barszcz v. Cmty College Dist. No. 504*, 400 F.Supp. 675 (N.D. Ill. 1975).

*Massie v. East St. Louis Sch. Dist. No.189*, 203 Ill.App.3d 965 (5th Dist. 1990).

CROSS REF.: 5:290 (Employment Termination and Suspensions)

ADOPTED: February 2, 2012

REVISED: September 2, 2021

REVIEWED: June 1, 2022

**Lincolnwood School District 74**