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## **General Personnel**

### **Religious Holidays**

**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.”**

**For employees not covered by this agreement:**

Supervisors shall grant an employee's request for time off to observe a religious holiday if the employee gives at least three (3) days' prior notice and the absence does not cause an undue hardship.

Employees may use earned vacation time or personal leave to make up the absence, provided such time is consistent with the District's operational needs. A per diem deduction may also be requested by the employee.

LEGAL REF.:        Religious Freedom Restoration Act, 775 ILCS 35/15.  
                         Illinois Human Rights Act, 775 ILCS 5/2-101 and 5/2-102.

ADOPTED:         September 6, 2012