

DRAFT UPDATE

Riverside School District 96

5:200

Professional Personnel

Terms and Conditions of Employment and Dismissal

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

The Superintendent is responsible for securing Board approval to advance any staff member more than one salary step in any given year.

School Year and Day, Duty-Free Lunch, Salary, Assignments and Transfers, Evaluation, Dismissal

Please refer to the current Agreement between the Board of Education of Riverside School District No. 96 and the Riverside Education Council.

Nursing Mothers

The District accommodates employees who are nursing mothers according to provisions in State and federal law.

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.
[23 Ill.Admin.Code Parts 50 \(Evaluation of Certified Employees\) and 51 \(Dismissal of Tenured Teachers\).](#)
[Cleveland Board of Education v. Loudermill](#), 105 S.Ct. 1487(1985).

Comment [AKL1]: Legal references are updated.
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CROSS REF.: 5:290 (Employment Termination and Suspensions), 6:20 (School Year Calendar and Day)

ADOPTED: June 12, 2012

REVISED: December 13, 2011; February 21, 2012