

**PRESS PLUS ISSUE #120 (OCTOBER 2025)**  
**12/12/25 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)*

\_\_\_\_\_ **Not Adopted**  
*(change “reviewed” date)*

LINCOLNWOOD SCHOOL DISTRICT 74 \ SECTION 5 - Personnel \  
Professional Personnel \

## *Document Status: Draft Update*

### Professional Personnel

#### **5:200 Terms and Conditions of Employment and Dismissal**

School Year, School Day (Teacher Work Day), Assignments and Transfers, Dismissal, Evaluation

**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.”**

The District accommodates employees who are nursing mothers and compensates them for reasonable time needed to express breastmilk[PRESSPlus1](#) according to provisions in State and federal law.

#### Duty-Free Lunch

Teachers employed for at least four hours per day shall receive a duty-free lunch equivalent to the student lunch period, or 30 minutes, whichever is longer.

#### School Social Worker Services Outside of District Employment

School social workers may not provide services outside of their District employment to any student(s) attending school in the District. *School social worker* has the meaning stated in [105 ILCS 5/14-1.09a](#).

#### Salary

Teachers shall be paid according to the salaries fixed by the Board of Education, but in no case less than the minimum salary provided by the School Code. Teachers shall be paid at least monthly on a 10- or 12-month basis.

LEGAL REF.:

[29 U.S.C. §218\(d\)](#), [Pub. L. 117-328](#), Pump for Nursing Mothers Act.

[42 U.S.C. §2000gg](#) *et seq.*, [Pub. L. 117-328](#), Pregnant Workers Fairness Act.

[105 ILCS 5/10-19](#), [5/10-19.05](#), [5/10-20.65](#), [5/14-1.09a](#), [5/22-96](#), [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/](#), Nursing Mothers in the Workplace Act.

[23 Ill.Admin.Code Parts 50](#) (Evaluation of Educator Licensed Employees) and [51](#) (Dismissal of Tenured Teachers).

[Cleveland Bd. of Educ. v. Loudermill](#), 470 U.S. 532(1985).

CROSS REF.: 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:290 (Employment Termination and Suspensions), 6:20 (School Year Calendar and Day)

ADOPTED: September 10, 2002

REVISED: September 5, 2024

REVIEWED: September 5, 2024

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## **PRESSPlus Comments**

PRESSPlus 1. Updated in response to the Nursing Mothers in Workplace Act, 820 ILCS 260/10, amended by P.A. 104-76, eff. 1-1-26. **Issue 120, October 2025**