

Edits

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 applicable collective bargaining agreement.

For employees not covered by a current applicable bargaining agreement:

Please refer to the following current Agreement:

~~Professional Agreement between Mid-Valley Special Education Cooperative and Mid-Valley Special Education Association (MSVEA).~~

~~For those employees not covered by this Agreement:~~

Work calendars will be determined by the Executive Director or designee and approved by the Board.

Nursing Mothers

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

Duty-Free Lunch

Please refer to the applicable collective bargaining agreement.

For employees not covered by a current applicable bargaining agreement:

Please refer to the following current Agreement:

~~Professional Agreement between Mid-Valley Special Education Cooperative and Mid-Valley Special Education Association (MSVEA).~~

~~For those employees not covered by this Agreement:~~ *paid*

Staff employed for at least 4 hours per day shall receive a duty-free lunch of 30 minutes.

Salary

Please refer to the applicable collective bargaining agreement.

For employees not covered by a current applicable bargaining agreement:

Please refer to the following current Agreement:

~~Professional Agreement between Mid-Valley Special Education Cooperative and Mid-Valley Special Education Association (MSVEA).~~

~~For those employees not covered by this Agreement:~~

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 applicable collective bargaining agreement.

For employees not covered by a current applicable bargaining agreement:

~~Please refer to the following current Agreement:~~

~~Professional Agreement between Mid-Valley Special Education Cooperative and Mid-Valley Special Education Association (MSVEA).~~

~~For those employees not covered by this Agreement:~~

~~The Executive Director is authorized to make all 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 applicable collective bargaining agreement.

For employees not covered by a current applicable bargaining agreement:

~~Please refer to the following current Agreement:~~

~~Professional Agreement between Mid-Valley Special Education Cooperative and Mid-Valley Special Education Association (MSVEA).~~

~~For those employees not covered by this Agreement:~~

~~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 applicable collective bargaining agreement.

For employees not covered by a current applicable bargaining agreement:

~~Please refer to the following current Agreement:~~

~~Professional Agreement between Mid-Valley Special Education Cooperative and Mid-Valley Special Education Association (MSVEA).~~

~~For those employees not covered by this Agreement:~~

~~The Cooperative will follow State law when dismissing any 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.
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).

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

ADOPTED: June 26, 2014