

Document Status: Draft Update

Professional Personnel

5:200 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:

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:

Staff employed for at least four hours per day shall receive a paid 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:

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:

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:

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.

School Social Worker Services Outside of Cooperative 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.

Dismissal

Please refer to the applicable collective bargaining agreement.

For employees not covered by a current applicable bargaining agreement:

The Cooperative will follow State law when dismissing any staff member.

LEGAL REF.: 105 ILCS 5/10-19, 5/10-20.60 (P.A. 100-356, final citation pending), PRESSPlus 5/14-1.09a, 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 Bd. of Educ. v. Loudermill, 470 U.S. 532(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: January 31, 2018

PRESSPlus Comments

PRESSPlus 1. The Legal Reference was updated with PRESS Issue 96, but this edit was inadvertently left out. **Issue 97, January/February 2017**