

Edits

DRAFT UPDATE

Mid-Valley Special Education Cooperative

5:300

Educational Support Personnel

Schedules and Employment Year

Employment Year

Please refer to the following current Agreements:

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

~~Professional Agreement between Mid-Valley Special Education Cooperative and Therapy Association for Special Children (TASC).~~

Schedules

Please refer to the following current Agreements:

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

~~Professional Agreement between Mid-Valley Special Education Cooperative and Therapy Association for Special Children (TASC).~~

For those employees not covered by these Agreements:

The Executive Director shall supervise a process for setting work schedules and an employment year for all staff members in accordance with State and federal law, Advisory Board policy, and applicable agreements and shall:

1. Assign each employee one supervisor who will establish a work schedule, including breaks, as required by building or Cooperative needs, work load, and the efficient management of human resources;
2. Allow for the ability to respond to changing circumstances by altering work schedules as needed; and
3. Consider the well-being of the employee. The Executive Director's approval is required to establish a flexible work schedule or job-sharing.

Breaks

Please refer to the following current Agreements:

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

~~Professional Agreement between Mid-Valley Special Education Cooperative and Therapy Association for Special Children (TASC).~~

Duty-Free Lunch

Please refer to the following current Agreement:

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

~~Professional Agreement between Mid-Valley Special Education Cooperative and Therapy Association for Special Children (TASC).~~

For those employees not covered by this Agreement:

An employee who works at least 7.5 continuous hours shall receive a 30 minute duty-free meal break that begins within the first five hours of the employee's workday.

Nursing Mothers

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

DRAFT UPDATE

LEGAL REF.: Fair Labor Standards Act, 29 U.S.C. §207 et seq.
105 ILCS 5/10-20.14a, 5/10-22.34, and 5/10-23.5.
~~740 ILCS 137/ Right to Breastfeed Act~~
820 ILCS 105/, Minimum Wage Law.
820 ILCS 260/, Nursing Mothers in the Workplace Act.

CROSS REF.: 5:35 (Compliance with the Fair Labor Standards Act)

ADOPTED: ~~June 26, 2014~~

Commented [APowell1]:
The Legal References are updated to include the Right to Breastfeed Act.
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