

PRESS PLUS ISSUE #122 (JUNE 2026)
8/21/26 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)

_____ **Edits Not Adopted**
(change “reviewed” date)

Press Plus Issue #122 (June 2026) - 8/21/26 Policy Committee Meeting

Document Status: Draft Update

General Personnel

5:70 Religious Holidays

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 for additional information, if applicable.”

For employees not covered by this agreement:

Supervisors shall grant an employee's request for time off to observe a religious holiday if the employee gives at least three (3) days’ prior notice and the absence does not cause an undue hardship.

Employees may use earned vacation time or personal leave to make up the absence, provided such time is consistent with the District’s operational needs. A per diem deduction may also be requested by the employee.

LEGAL REF.:

775 ILCS 5/2-101 and 5/2-102, Ill. Human Rights Act.

775 ILCS 35/155, ^{C1} Religious Freedom Restoration Act.

ADOPTED: May 4, 2017

REVISED: September 2, 2021

REVIEWED: June 1, 2022

Lincolnwood School District 74

PRESSPlus Comments

- C1. Updated in response to a five-year review. School employers may require employees to provide notice of their intention to be absent, but may not require more than five days' notice before being absent for a religious holiday. 775 ILCS 5/2-102(E). A board that wishes to require fewer days' notice may modify the number of days.
Issue 122, June 2026