

**IASB POLICY REFERENCE MANUAL  
TABLE OF CONTENTS  
SECTION 5 - PERSONNEL**

General Personnel

- 5:10 Equal Employment Opportunity and Minority Recruitment
  - 5:10-AP Administrative Procedure - Workplace Accommodations for Nursing Mothers
- 5:20 Workplace Harassment Prohibited
  - 5:20-AP Administrative Resource - Sample Questions and Considerations for Conducting the Internal Harassment in the Workplace Investigation
  - 5:20-E Exhibit - Resolution to Prohibit Sexual Harassment
- 5:30 Hiring Process and Criteria
  - 5:30-AP1 Administrative Procedure - Interview Questions
  - 5:30-AP2 Administrative Procedure - Investigations
  - 5:30-AP2, E1 Exhibit - Notice of Preliminary Hiring Decision Based on Conviction Record
  - 5:30-AP2, E2 Exhibit - Notice of Final Hiring Decision Based on Conviction Record
  - 5:30-AP3 Administrative Procedure - Sexual Misconduct Related Employment History Review (EHR)
  - 5:30-AP3, E Administrative Procedure - EHR Letter to Applicant's Current/Former Employer
- 5:35 Compliance with the Fair Labor Standards Act
  - 5:35-AP1 Administrative Procedure - Fair Labor Standards Act Exemptions
  - 5:35-AP2 Administrative Procedure - Employee Records Required by the Fair Labor Standards Act
  - 5:35-AP3 Administrative Procedure - Compensable Work Time for Non-Exempt Employees Under the FLSA
  - 5:35-AP4 Administrative Procedure - Fair Labor Standards Act 12-Step Compliance Checklist
  - 5:35-E Exhibit - Volunteer Agreement Executed by a Non-Exempt Employee
- 5:40 Communicable and Chronic Infectious Disease
  - 5:40-AP Administrative Procedure - Communicable and Chronic Infectious Disease
- 5:50 Drug- and Alcohol-Free Workplace; E-Cigarette, Tobacco, and Cannabis Prohibition
- 5:60 Expenses
  - 5:60-AP Administrative Procedure - Federal and State Grant Travel Expense Procedures
  - 5:60-E1 Exhibit - Employee Expense Reimbursement Form

5:60-E2	Exhibit - Employee Estimated Expense Approval Form
5:70	Religious Holidays
5:80	Court Duty
5:90	Abused and Neglected Child Reporting
5:90-AP1	Administrative Procedure - Coordination with Children's Advocacy Center
5:90-AP2	Administrative Procedure - Parent/Guardian Notification of Sexual Misconduct
5:100	Staff Development Program
5:100-AP	Administrative Procedure - Staff Development Program
5:110	Recognition for Service
5:120	Employee Ethics; Code of Professional Conduct; and Conflict of Interest
5:120-AP1	Administrative Procedure - Statement of Economic Interests for Employees
5:120-AP2	Administrative Procedure - Employee Conduct Standards
5:120-AP2, E	Exhibit - Expectations and Guidelines for Employee-Student Boundaries
5:120-E	Exhibit - Code of Ethics for Illinois Educators
5:125	Personal Technology and Social Media; Usage and Conduct
5:125-E	Exhibit - Employee Receipt of Board Policy on Personal Technology and Social Media
5:130	Responsibilities Concerning Internal Information
5:130-AP	Administrative Procedure - Email Retention
5:140	Solicitations By or From Staff
5:150	Personnel Records
5:150-AP	Administrative Procedure - Personnel Records
5:160	OPEN
5:170	Copyright
5:170-AP1	Administrative Procedure - Copyright Compliance
5:170-AP2	Administrative Procedure - Seeking Permission to Copy or Use Copyrighted Works
5:170-AP3	Administrative Procedure - Instructional Materials and Computer Programs Developed Within the Scope of Employment
5:170-AP4	Administrative Procedure - Designation of District Digital Millennium Copyright Act (DMCA) Agent; Registration Process
5:170-E1	Exhibit - Request to Reprint or Adapt Material
5:180	Temporary Illness or Temporary Incapacity
5:185	Family and Medical Leave

5:185-AP Administrative Procedure - Resource Guide for Family and Medical Leave

Professional Personnel

- 5:190 Teacher Qualifications
  - 5:190-E1 Exhibit - Notice to Parents of Their Right to Request Their Child's Classroom Teachers' Qualifications
  - 5:190-E2 Exhibit - Notice to Parents When Their Child Is Assigned To or Has Been Taught for at Least Four Straight Weeks By a Teacher Who Does Not Meet Applicable State Certification/Licensure Requirements
  - 5:190-E3 Exhibit - Letter to Teacher Who Does Not Meet Applicable State Certification/Licensure Requirements for the Grade Level and Subject Area of Assignment
- 5:200 Terms and Conditions of Employment and Dismissal
- 5:210 Resignations
- 5:220 Substitute Teachers
  - 5:220-AP Administrative Procedure - Substitute Teachers
  - 5:220-E Exhibit - Unsatisfactory Performance Report for Substitute Teachers
- 5:230 Maintaining Student Discipline
- 5:240 Suspension
  - 5:240-AP Administrative Procedure - Suspensions
- 5:250 Leaves of Absence
  - 5:250-AP Administrative Procedure - School Visitation Leave
- 5:260 Student Teachers

Educational Support Personnel

- 5:270 Employment At-Will, Compensation, and Assignment
  - 5:270-E Exhibit - Notice of Employment
- 5:280 Duties and Qualifications
- 5:285 Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers
  - 5:285-AP Administrative Procedure - Drug and Alcohol Testing for School Bus and Commercial Vehicle Drivers
- 5:290 Employment Termination and Suspensions
- 5:300 Schedules and Employment Year
- 5:310 Compensatory Time-Off
  - 5:310-E Exhibit - Agreement to Receive Compensatory Time-Off
- 5:320 Evaluation
- 5:330 Sick Days, Vacation, Holidays, and Leaves