

OK

## **General Personnel**

### **Religious Holidays**

The Executive Director shall grant an employee's request for time off to observe a religious holiday if the employee gives prior notice.

Employees may use earned vacation time, or personal leave to make up the absence, provided such time is consistent with the Cooperative's operational needs. A per diem deduction may also be requested by the employee, or when no other leave days are available.

**Please refer to the applicable collective bargaining agreement.**

**Please also 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).**

LEGAL REF.: Religious Freedom Restoration Act, 775 ILCS 35/15.  
Illinois Human Rights Act, 775 ILCS 5/2-101 and 5/2-102.

ADOPTED: June 7, 2012