

## **Personnel**

### **Terms and Conditions of Employment and Dismissal**

The School Board delegates authority and responsibility to the Superintendent to manage the terms and conditions for the employment of personnel. The Superintendent shall act reasonably and comply with State and federal law as well as any applicable collective bargaining agreement in effect. The terms and conditions of employment for all employees are subject to Board of Education approval. The Superintendent 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**

Teachers shall work according to the school calendar adopted by the Board, which shall have a minimum of 176 student attendance days and a minimum of 180 teacher work days, including teacher institute days.

#### **School Day**

Teachers are required to work the school day adopted by the Board.

#### **Salary**

Teachers shall be paid according to the salaries fixed by the Board, but in no case less than the minimum salary provided by the School Code. Teachers shall be paid at least monthly on a 10- or 12-month basis.

#### **Assignments and Transfers**

The Superintendent or designee is authorized to make assignments and transfers of personnel.

#### **Dismissal**

The District will follow State law when dismissing a teacher.

#### **Evaluation**

The District's teacher evaluation system will be conducted under the plan developed pursuant to State law.

LEGAL REF.: 105 ILCS 5/10-19, 5/18-8, 5/24-2, 5/24-8, 5/24-9, 5/24-21, 5/24A-4, and 5/24A-5.  
820 ILCS 260/1 *et seq.*  
Cleveland Board of Education v. Loudermill, 105 S.Ct. 1487(1985).

ADOPTED: September 23, 2009

REVISED: August 17, 2011, **September 20, 2023**