

Document Status: Draft Update

Professional Personnel

5:200 Terms and Conditions of Employment and Dismissal

The Board of Education delegates authority and responsibility to the Superintendent to manage the terms and conditions for the employment of professional personnel. The Superintendent shall act reasonably and comply with State and federal law as well as any applicable individual employment contract or collective bargaining agreement in effect. 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.

Duty-Free Lunch, Teachers Time, Class Size

Please refer to the applicable collective bargaining agreement.

School Year

Teachers shall work according to the school calendar adopted by the Board of Education, which shall have a minimum of 176 student attendance days and a minimum of 180 teacher work days, including teacher institute days. Teachers are not required to work on legal school holidays unless the District has followed applicable State law that allows it to hold school or schedule teachers' institutes, parent-teacher conferences, or staff development on the third Monday in January (the Birthday of Dr. Martin Luther King, Jr.); February 12 (the Birthday of President Abraham Lincoln); the first Monday in March (known as Casimir Pulaski's birthday); the second Monday in October (Columbus Day); and November 11 (Veterans' Day).

School Day

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

The District accommodates employees who are nursing mothers according to provisions in State and federal law.

Nursing Mothers

The District accommodates employees who are nursing mothers and compensates them for reasonable time needed to express breastmilk according to provisions in State and federal law. [PRESSPlus1](#)

Salary, Differential Salaries, Salaries and T.R.S. Contribution Schedule, Part-Time Certified Employee Salaries and I.T.R.S. Contribution

Please refer to the applicable collective bargaining agreement.

Assignments and Transfers, Summer School and Summer Work, Inservice Programs, Extra Work, Job Sharing

Please refer to the applicable collective bargaining agreement.

For employees not covered by a current applicable bargaining agreement:

The Superintendent is authorized to make teaching, study hall, extra class duty, and extracurricular assignments. In order of priority, except as otherwise provided by law, assignments shall be made based on the District's needs and best interests, employee qualifications, and employee desires.

School Social Worker Services Outside of District Employment

School social workers may not provide services outside of their District employment to any student(s) attending school in the District. *School social worker* has the meaning stated in 105 ILCS 5/14-1.09a.

Dismissal

Please refer to the applicable collective bargaining agreement.

Evaluation

Please refer to the applicable collective bargaining agreement.

Fair Share, Payroll Deduction for Unified Employee Membership Dues, No Strike Clause

Please refer to the applicable collective bargaining agreement.

LEGAL REF.:

29 U.S.C. §218(d), Pub. L. 117-328, Pump for Nursing Mothers Act.

42 U.S.C. §2000gg et seq., Pub. L. 117-328, Pregnant Workers Fairness Act.

105 ILCS 5/10-19, 5/10-19.05, 5/10-20.65, 5/14-1.09a, 5/22-96, 5/22.4, 5/24-16.5, 5/24-2, 5/24-8, 5/24-9, 5/24-11, 5/24-12, 5/24-21, 5/24A-1 through 24A-20.

820 ILCS 260/, Nursing Mothers in the Workplace Act.

23 Ill.Admin.Code Parts 50 (Evaluation of Educator Licensed Employees) and 51 (Dismissal of Tenured Teachers).

Cleveland Bd. of Educ. v. Loudermill, 470 U.S. 532(1985).

CROSS REF.: 5:120 (Employee Ethics; Code of Professional Conduct; and Conflict of Interest), 5:290 (Employment Termination and Suspensions), 6:20 (School Year Calendar and Day)

ADOPTED: April 10, 2007

REVISED: August 16, 2011; December 12, 2011; January 13, 2014; November 14, 2016; February 12, 2018, June 11, 2018; January 13, 2020; February 14, 2022; December 11, 2023; July 22, 2024

REVIEWED:

PRESSPlus Comments

[PRESSPlus 1](#). 29 U.S.C. §218(d), added by Pub.L. 117-328; 42 U.S.C. §2000gg, added by Pub.L. 117-328; 740 ILCS 137/; 820 ILCS 260/, as amended by P.A. 104-76, eff. 1-1-26. Consult the board attorney to ensure the district is properly accommodating and compensating nursing mothers. See sample administrative procedure 5:10-AP, *Workplace Accommodations for Nursing Mothers*, available at PRESS Online by logging in at www.iasb.com. **Issue 120, October 2025**