

5:200 Terms and Conditions of Employment and Dismissal

The Board delegates authority and responsibility to the Director to manage the terms and conditions for the employment of professional personnel. The Director shall act reasonably and comply with State and federal law as well as any applicable collective bargaining agreement in effect. The Director 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 and Day, Salary, Assignments and Transfers, Evaluation

Please refer to the applicable collective bargaining agreement.

Duty-Free Lunch

Teachers employed for at least four hours per day shall receive a duty-free lunch equivalent to the student lunch period, or 30 minutes, whichever is longer.

Nursing Mothers

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

School Social Worker Services Outside of KASEC Employment

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

Dismissal

KASEC will follow State law when dismissing a teacher.

LEGAL REF.: 105 ILCS 5/10-19, 5/10-20.60 (P.A. 100-356, Final Citation Pending), 5/14-1.09a, 5/18-8, 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 260/1 et seq.

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

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

CROSS REF.: 5:290 (Employment Termination and Suspensions), 6:20 (School Year Calendar and Day)

ADOPTED: November 14, 2019

