

Professional Personnel

Each provision, term, and condition of the following policy shall apply to all SASED certified/licensed employees except where a collective bargaining agreement offers a specific differing provision, term or condition to a bargaining unit employee. In such case, the specific differing provision, term or condition shall apply to the bargaining unit employee. In the absence of a specific differing provision, term or condition, the policy shall be fully applicable to a bargaining unit employee.

Terms and Conditions of Employment and Dismissal

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

Professional personnel employed for at least 4 hours per day shall receive an unpaid duty-free lunch of at least 30 minutes in duration.

School Year and Day

Professional staff 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 183 work days, including institute days.

Professional staff is required to work the school day adopted by the Board. SASED accommodates employees who are nursing mothers according to provisions in State and federal law.

Compensation

Professional staff shall be paid according to the salary schedule or pay range adopted by the Board. Staff shall be paid at least monthly on a 10- or 12-month basis.

Payroll Deductions

Upon written receipt, an employee may have a payroll deduction made for charities, annuities, and other purposes approved by the Executive Director. SASED will accept no responsibility with regard to the transaction other than forwarding the deduction to the designated agency.

Assignments and Transfers

The Executive Director is authorized to make work assignments, study hall, extra class duty, and extracurricular assignments. In order of priority, assignments shall be made based on SASED's needs and best interests, employee qualifications, and employee desires.

Dismissal

SASED will follow State law when dismissing a professional employee.

Evaluation

SASED's professional evaluation system will be conducted under the plan developed pursuant to State law.

On an annual basis, the Executive Director will provide the Board with a written report which outlines the results of SASSED's professional evaluation system.

LEGAL REF.: 105 ILCS 5/10-19, 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 Board of Education v. Loudermill, 105 S.Ct. 1487(1985).

CROSS REF.: 4:50 (Payment Procedures), 5:290 (Employment Termination and Suspensions)
6:20 (School Year Calendar and Day)

ADOPTED: December 9, 2009

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