

Professional Personnel

Terms and Conditions of Employment and Dismissal

The Superintendent shall 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 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.

School Year and Day

Please refer to an Agreement between Center Cass Elementary School District No. 66, Downers Grove, Illinois, and Center Cass Education Association IEA.

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

Salary

Please refer to an Agreement between Center Cass Elementary School District No. 66, Downers Grove, Illinois, and Center Cass Education Association IEA.

Workplace Accommodations for Nursing Mothers

Each principal or administrator shall provide reasonable daily break time to an employee who needs to express breast milk for her child. The break time shall, if possible, run concurrently with any break time already provided to the employee. Each principal or head administrator should provide nursing mothers with private space (other than a restroom) in close proximity to her work area where she may express milk in privacy. Employees shall not lose compensation as a result of reasonable break time to express milk.

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/
Cleveland Board of Education v. Loudermill, 105 S.Ct. 1487(1985).

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

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