

Professional Personnel

Terms and Conditions of Employment and Dismissal

Nursing Mothers

The District accommodates employees who are nursing mothers according to provisions in the Nursing Mothers in the Workplace Act. P.A. 92-0068.

Tax Sheltered Annuities

Employees of the District may participate in tax-sheltered programs available to them pursuant to applicable law. The Board shall fund these programs through automatic payroll deductions pursuant to an employee's written authorization.

Assignments and Transfers

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

Dismissal

The District will follow State law when dismissing a teacher.

Evaluation

The primary objective of evaluating teaching performance is to improve the quality of instruction. Teacher evaluation shall be conducted consistent with applicable law.

The District's teacher evaluation system will be conducted under the plan filed with the Illinois State Board of Education. On an annual basis, or, if requested by the School Board, more frequently, the Superintendent will provide the School Board with a report which outlines the results of the District's teacher evaluation system.

LEGAL REF.:

P.A. 92-0068 (Nursing Mothers in the Workplace Act).

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.

Metzl v. Leininger, 57 F.3d 618 (7th Cir. 1995).

CROSS REF.:

5:290 (Employment Termination and Suspensions)

Revised Policy Adopted: August 12, 1985

Revised Policy Adopted: September 18, 1990

REVISED POLICY: September, 1997

Policy Reviewed June 2003

Policy Adopted August 2003

The Collective Bargaining Agreement will supersede any personnel policy that is contradictory to the Collective Bargaining Agreement between the CCSD 180 Board of Education and the Teachers' Organization of Palisades – IEA/NEA.