

Terms and Conditions of Employment and Dismissal

Duty-Free Lunch

Teachers employed for at least 4 hours per day shall receive a duty-free lunch equivalent to the student lunch period, or 30 minutes, whichever is longer.

Holidays

Teachers shall not be required to work on legal school holidays.

School Year

Teachers shall work according to the school calendar adopted by the School Board, which shall have a minimum of 176 student attendance days and a minimum of 180 teacher work days, including teacher institute days.

School Day

Teachers are required to work the school day adopted by the School Board and determined by the collective bargaining agreement.

Salary

Teachers shall be paid according to the salary schedule agreed upon in the collective bargaining agreement and adopted by the School Board, but in no case less than the minimum salary provided by The School Code. Teachers shall be paid at least monthly on a 10- or 12-month basis.

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 as described in the collective bargaining agreement.

Probation and Tenure

District will follow State law with respect to the probationary status, dismissal, and acquisition of tenure by certificated employees.

Dismissal

The District will follow State law when dismissing a teacher.

State personnel laws include:

Non-tenure Teacher Discharge	105 ILCS 5/24-11 [ch.122, Par. 24-11]
Reduction in Force	105 ILCS 5/24-12 [ch. 122, Par. 24-12]
Tenured Teacher Discharge Where Cause Remediable	105 ILCS 5/24-12 [ch. 122, Par. 24-12] (prior warning required) 105ILCS 5/24-12 [ch.122, Par. 24-12] (procedural mandates) 105 ILCS 5/10-22.4 [ch. 122, Par. 10-22.4] (general authority)
Tenured Teacher Discharge Where Cause Irremediable	105 ILCS 5/24-12 [ch. 122, Par. 24-12] (no prior warning required) 105LCS 5/24-12 [ch. 122, Par. 24-12] (procedural mandates) 105 ILCS 5/10-22.4 [ch. 122, Par. 10-22.4] (general authority)
Tenured Teacher Discharge Unsatisfactory Evaluation	105 ILCS 5/24A-5[ch. 122, Par. 24A-5] (participation in remediation plan) 105ILCS 5/24-12 [ch. 122, Par. 24-12] (no prior warning required if causes were subject of prior remediation plan) 105ILCS 5/24-12 [ch. 122, Par. 24-12] (procedural mandates) 105 ILCS 5/10-22.4 [ch. 122, Par. 10-22.4] (general authority)
Educational Support Personnel Employees (non-certificated)	105 ILCS 5/10-23.5 [ch. 122, Par. 10-23.5]
Probationary Teacher (non-tenure teacher)	105 ILCS 5/24-11 [ch. 122, Par. 24-11]

Various components of a RIF (e.g., impact and decision to RIF) and an evaluation plan (e.g., development, implementation, and impact) may be subject to mandatory collective bargaining. The Ill. Supreme Court gave the following test for determining whether an item is a mandatory subject:

The first part of the test requires a determination of whether the matter is one of wages, hours, and terms and conditions of employment... [If so] then the second question is asked: Is the matter also one of inherent managerial authority?...At this point in the analysis, the IELRB should balance the benefits that bargaining will have on the decision-making process with the burdens that bargaining imposes upon the employer's authority.

Central City Education Association v. IELRB, 599 N.E. 2d 892 (Ill. 1992). Districts should contact their attorneys on this matter.

Evaluation

The District's teacher evaluation system will be conducted under the plan filed with the Illinois State Board of Education.

On an annual basis, the Superintendent will provide the School Board with a written report which outlines the results of the District's teacher evaluation system.

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 [Ill. Rev. Stat., ch. 122, PP 10-19, 18-8, 24-2, 24-8, 24-9, 24-21, 24A-4, and 24A-5]

Adopted: 11/20/95