

## **Educational Support Personnel**

### **Schedules and Employment Year**

**Please refer to the following bargaining agreements:**

**Agreement Between Board of Education Belleville Township High School District No. 201 and Secretaries Council Federation of Teachers, Local 434 of the American Federation of Teachers.**

**Agreement Between Board of Education Belleville Township High School District No. 201 and Teacher Assistants Council Federation of Teachers, Local 434 of the American Federation of Teachers.**

**Agreement Between the Belleville Township High School Board of Education and Local Union #116 Service Employees Union.**

**Agreement Between the Belleville Township School Board of Education and Operating Engineers.**

**For employees not covered by these agreements:**

The Superintendent shall supervise a process for setting work schedules and an employment year for educational support employees in accordance with State and federal law, Board policy, and applicable agreements and shall:

1. Assign each employee one supervisor who will establish a work schedule, including breaks, as required by building or District needs, work load, and the efficient management of human resources;
2. Allow for the ability to respond to changing circumstances by altering work schedules as needed; and
3. Consider the well-being of the employee. The Superintendent's approval is required to establish a flexible work schedule or job-sharing.

### **Breaks**

**Please refer to the following bargaining agreements:**

**Agreement Between Board of Education Belleville Township High School District No. 201 and Secretaries Council Federation of Teachers, Local 434 of the American Federation of Teachers.**

**Agreement Between Board of Education Belleville Township High School District No. 201 and Teacher Assistants Council Federation of Teachers, Local 434 of the American Federation of Teachers.**

**Agreement Between the Belleville Township High School Board of Education and Local Union #116 Service Employees Union.**

**For employees not covered by these agreements:**

An employee who works at least 7.5 continuous hours shall receive a 30-minute duty-free meal break that begins within the first 5 hours of the employee's workday. The District accommodates employees who are nursing mothers according to State and federal law.

LEGAL REF.: Fair Labor Standards Act, 29 U.S.C. §207 et seq.  
820 ILCS 105/, Minimum Wage Law.  
820 ILCS 260/, Nursing Mothers in the Workplace Act.  
105 ILCS 5/10-20.14a, 5/10-22.34, and 5/10-23.5.

CROSS REF.: 5:35 (Compliance with the Fair Labor Standards Act)

ADOPTED: August 20, 2012