

## Professional Personnel

### **5:200 Terms and Conditions of Employment and Dismissal**

The Board of Education delegates authority and responsibility to the Superintendent to 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.

#### Duty-Free Lunch, School Year and Day, Salary, Assignments and Transfers

**Please refer to the following:**

**Agreement between Board of Education Belleville Township High Schools East and West, District 201 and Federation of Teachers, Local 434 of the American Federation of Teachers.**

#### Nursing Mothers

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

#### School Social Worker Services Outside of District Employment

School social workers may not provide services outside of their District employment to any student(s) attending school in the District. School social worker has the meaning stated in 105 ILCS 5/14-1.09a.

#### Dismissal

The District will follow State law when dismissing a teacher.

#### Evaluation

The District's teacher evaluation system will be conducted under the plan developed pursuant to State law.

**Please refer to the following:**

**Agreement between Board of Education Belleville Township High Schools East and West, District 201 and Federation of Teachers, Local 434 of the American Federation of Teachers.**

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.

#### Participation of Staff on State and North Central Committees

Staff members may serve on North Central Evaluation Teams with the approval of the Principal and Superintendent.

Participation in other school districts usually contributes to professional growth. Requests for absence for evaluations or consulting work shall be submitted to the Superintendent.

Approval depends on amount of time the staff member must be away from school, the nature of the assignment, how many previous times he has served, how many staff members have been released for this purpose during this year.

Evaluations or consulting assignments which are primarily for financial gain may be granted only without pay.

#### LEGAL REF.:

105 ILCS 5/10-19, 5/10-20.60 (P.A. 100-356, final citation pending), 5/14-1.09a, 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 Bd. of Educ. v. Loudermill*, 470 U.S. 532(1985).

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

Adopted: 04/16/2018

