

Professional Personnel

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

Please refer to the current "Lockport School District 91 Contract between the District 91 Board of Education and Lockport District 91 Teachers' Association."

School Year and Day

Please refer to the current "Lockport School District 91 Contract between the District 91 Board of Education and Lockport District 91 Teachers' Association."

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

Salary

Please refer to the current "Lockport School District 91 Contract between the District 91 Board of Education and Lockport District 91 Teacher's Association."

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.

Also please refer to the current "Lockport School District 91 Contract between the District 91 Board of Education and Lockport District 91 Teacher's Association."

Dismissal

The District will follow State law when dismissing a teacher.

Evaluation

Please refer to the current "Lockport School District 91 Contract between the District 91 Board of Education and Lockport District 91 Teacher's Association."

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

LEGAL REF.: 105 ILCS 5/10-19, 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 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)

ADOPTED: January 14, 2014