

Professional Personnel

Terms and Conditions of Employment and Dismissal

The School Board 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.

Duty-Free Lunch

For elementary school teachers of kindergarten to fifth grade, please refer to the "Agreement between the Board of Education Community Unit School District No. 5 and the Sterling Education Association."

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 be paid for, but shall not be required to work on legal school holidays.

School Year and Day

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 workdays, including teacher institute days.

The District accommodates employees who are nursing mothers according to provisions in the Nursing Mothers in the Workplace Act.

Salary

Teachers shall be paid in no case less than the minimum salary provided by the School Code.

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.

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, 5/10-20.60, 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 20.
820 ILCS 260/1 et seq
23 Ill. Admin. Code Parts 50 and 51
Cleveland Board of Education v. Loudermill, 105 S.Ct. 1487 (1985).

CROSS REF.: 5.290, 6.20

Adopted: May 23, 1996
Revised: August 24, 2005
Revised: April 25, 2018