

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 individual employment contract or 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.

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

Please refer to the current Collective Bargaining Agreement between Board of Education Kildeer Community Consolidated School District 96 and Kildeer Education Association.

Rights, Responsibilities and Duties

All employees shall:

1. be responsible to the administrator or supervisor to whom they are assigned,
2. perform such duties and responsibilities as assigned,
3. keep records and make reports as the supervisor shall require, and
4. maintain such standards of service as are required in their respective positions.

Experience Credits

At the time of their initial employment by District 96, teachers may be given credit on the salary schedule for prior experience.

Removal of Restrictions on Provisional Certificates

No employee will be given credit for salary schedule purposes for semester hours that have been obtained in the process of removing restrictions imposed by a provisional certificate. Only courses obtained by staff members who have a regular certificate appropriate to their assignment will be applicable toward horizontal movement on the salary schedule.

Promotion

Any teacher assigned to an administrative position who thereafter returns to a teaching position shall accrue seniority for such administrative service, which will be computed as teaching service (provided service in any single fiscal year shall not be counted as more than one year of seniority or teaching service).

School Social Worker Services Outside of District

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.

Nursing Mothers

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

LEGAL REF.: 29 U.S.C. §218(d), Pub. L. 117-328, Pump for Nursing Mothers Act.
42 U.S.C. §2000gg et seq., Pub. L. 117.328, Pregnant Workers Fairness Act.
105 ILCS 5/10-19, 5/10-19.05, 5/10-20.65, 5/14-1.09a, 5/22-95, 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/, Nursing Mothers in the Workplace Act.
23 Ill.Admin.Code Parts 50 (Evaluation of Educator Licensed Employees) and 51
(Dismissal of Tenured Teachers)
Cleveland Bd of Educ v. Loudermill, 470 U.S. 532 (1985).

CROSS REF.: 5:280 (Duties and Qualifications), 5:120 (Employee Ethics; Code of Professional
Conduct and Conflict of Interest), 5:290 (Employment Termination and
Suspensions), 6:20 (School Year Calendar and Day)

ADOPTED: April 5, 2011, April 17, 2018, December 18, 2018 (legal ref. updated 12/17/19),
February 15, 2022, November 14, 2023 LR