

## **GENERAL PERSONNEL**

### **Religious Holidays**

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

**Collective Bargaining Agreement between Board of Education Kildeer Community Consolidated School District 96 and Kildeer Education Association.**

**Collective Bargaining Agreement between Kildeer Countryside CCSD 96 Board of Education and Kildeer Countryside CCSD 96 Education Support Professionals Association.**

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

The Superintendent shall grant an employee's request for time off to observe a religious holiday if the employee gives at least five days' prior notice and the absence does not cause an undue hardship.

Employees may use earned vacation time or personal leave to make up the absence, provided such time is consistent with the District's operational needs. A per diem deduction may also be requested by the employee.

LEGAL REF.:        775 ILCS 5/2-101 and 5/2-102, Ill. Human Rights Act.  
                             775 ILCS 35/155, Religious Freedom Restoration Act.

ADOPTED:         Date

REVIEWED:        March 19, 2024