

**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 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**

Refer to the negotiated agreement between the Board and Streator Elementary Teachers' Association for further information. Teachers shall work according to the school calendar adopted by the Board, which shall have a minimum of 176 student attendance days and 180 teacher work days, including teacher institute days. Teachers are not required to work on legal school holidays unless the District has followed applicable State law that allows it to hold school or schedule teachers' institutes, parent-teacher conferences, or staff development on the third Monday in January (the Birthday of Dr. Martin Luther King, Jr.); February 12 (the Birthday of President Abraham Lincoln); the first Monday in March (known as Casimir Pulaski's birthday); the second Monday in October (Columbus Day); and November 11 (Veterans' Day).

**School Day**

Teachers are required to work the school day adopted by the Board. 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.

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

**Salary**

Teachers shall be paid according to the salaries fixed by the Board, but in no case less than the minimum salary provided by the School Code. Refer to the negotiated agreement between the Board and the Streator Elementary Teachers' Association.

**Assignments and Transfers**

Staff members are employed by and for the District. Assignment of staff members to specific schools and positions is the responsibility of the Superintendent. In order of priority, assignments shall be made based on the District's needs and best interests, employee qualifications, and employee desires. In consideration of the needs and of the best interest of the District, the Superintendent may transfer a staff member to a different assignment. Prior to the transfer of any staff member, the Superintendent shall offer the staff member the opportunity to have a conference to discuss the transfer.

Staff members may request changes of assignment. These requests will be reviewed and evaluated by the Superintendent who will make the decision based upon the best interests of the District.

In the cases of vacancies in new or existing positions, consideration will be given to qualified applicants, including current employees.

**Dismissal**

The District will follow State law when dismissing a teacher.

# STREATOR ELEMENTARY SCHOOL DISTRICT 44

## Board of Education Policy

No. 5:200

### Evaluation

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

On an annual basis, the Superintendent will provide the Board with a written report which outlines the results of the District's teacher evaluation system.

LEGAL REF.: 105 ILCS 5/10-19, 5/10-19.05, 5/10-20.65, 5/14-1.09a, 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.: 5:290 (Employment Termination and Suspensions), 6:20 (School Year Calendar and Day)

ADOPTION: November 16, 2021  
October 20, 2020  
November 19, 2019  
January 15, 2019  
March 27, 2012  
May 17, 2011  
July 15, 2008  
September 13, 2005