

Professional Personnel

5:200 Terms and Conditions of Employment and Dismissal

The Executive Committee delegates authority and responsibility to the Director to manage the terms and conditions for the employment of professional personnel. The Director 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 Director is responsible for making dismissal recommendations to the Executive Committee consistent with the Cooperative's goal of having a highly qualified, high performing staff.

School Year and Day, Salary, Assignments and Transfers, Dismissal, Evaluation

Please refer to the following current agreement:

The Agreement Between Executive Committee of Tazewell-Mason Counties Special Education Association and SOS-IEA-NEA

For those employees not covered:

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

School Social Worker Services Outside of Cooperative Employment

School social workers may not provide services outside of their Cooperative employment to any student(s) attending school in the Cooperative. *School social worker* has the meaning stated in 105 ILCS 5/14-1.09a.

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)

EXECUTIVE COMMITTEE APPROVAL: January 12, 2022

POLICY BOARD APPROVAL: August 12, 2020

Tazewell-Mason Counties Special Ed Association
