

## **Educational Support Personnel**

### **5:300 Schedules and Employment Year**

The Director shall supervise a process for setting work schedules and an employment year for educational support employees in accordance with State and federal law, policy, and applicable agreements and shall:

1. Assign each employee one supervisor who will establish a work schedule, including breaks, as required by building or Cooperative needs, work load, and the efficient management of human resources;
2. Allow for the ability to respond to changing circumstances by altering work schedules as needed; and
3. Consider the well-being of the employee. The Director or designee's approval is required to establish a flexible work schedule or job-sharing.

#### **Breaks**

An employee who works at least 7.5 continuous hours shall receive a 30-minute duty-free meal break that begins within the first five hours of the employee's workday. The Cooperative accommodates employees who are nursing mothers according to State and federal law.

LEGAL REF.:Fair Labor Standards Act, 29 U.S.C. §207 et seq.

105 ILCS 5/10-20.14a, 5/10-22.34, and 5/10-23.5.

740 ILCS 137/, Right to Breastfeed Act.

820 ILCS 105/, Minimum Wage Law.

820 ILCS 260/, Nursing Mothers in the Workplace Act.

CROSS REF.:5:35 (Compliance with the Fair Labor Standards Act)

EXECUTIVE COMMITTEE APPROVAL:May 10, 2017

POLICY BOARD APPROVAL:August 9, 2017

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**Tazewell-Mason Counties Special Ed Association**