

Personnel

Employment At-Will, Compensation, and Assignment

Employment At-Will

Unless otherwise specifically provided, District Employment is at-will, meaning that employment may be terminated at any time for any reason, other than a reason prohibited by law, or no reason at all. Nothing in Board of Education policy is intended or should be construed as altering the employment at-will relationship.

Compensation and Assignment

Please refer to the following collective bargaining agreements:

“Agreement Between The Rockford Board of Education School District 205 and Local 692 of Council 31 of The American Federation of State, County, Municipal Employees, AFL-CIO”;

“Agreement Between The Rockford Board of Education School District 205 and Educational Office Personnel Association”;

“Agreement Between The Rockford Board of Education School District 205 and Rockford Building Maintenance Association”;

“Agreement Between The Rockford Board of Education School District 205 and Local 1275 of Council 31 of The American Federation of State, County, Municipal Employees, AFL-CIO”;

“Agreement Between The Rockford Board of Education School District 205 and Educational Interpreters Association”;

“Agreement Between The Rockford Board of Education School District 205 and Local 3210 of Council 31 of the American Federation of State, County, Municipal Employees, AFL-CIO.”;

“Agreement Between The Rockford Board of Education School District 205 and Rockford Education Association.”

For employees not covered by these agreements:

The Board of Education will determine salary and wages for educational support personnel. Increments are dependent on evidence of continuing satisfactory performance. An employee covered by the overtime provisions in State or federal law shall not work overtime without the prior authorization from the employee's immediate supervisor. Educational support personnel are paid every 2 weeks. The Superintendent is authorized to make assignments and transfers of educational support personnel.

LEGAL REF.: 105 ILCS 5/10-22.34 and 5/10-23.5.

Adopted: July 8, 1997

Revised: July 10, 2001
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