

Educational Support Personnel

Schedules and Employment Year

Please refer to the following collective bargaining agreements:

“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 Educational Interpreters Association, IEA-NEA”

“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 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 Local 3210 of Council 31 of The American Federation of State, County, Municipal Employees, AFL-CIO”

For employees not covered by these agreements:

The Human Resources Department shall make available a “Summary of Benefits” which lists all the benefits for District personnel not covered by a collective bargaining agreement.

Twelve-Month Employees

Twelve-month employees work daily (Monday through Friday) except holidays and earned vacation time.

Eleven-Month Employees

Total compensation is based on 220 work days.

Ten-Month Employees

Total compensation is based on 200 work days.

Nine-Month Employees

Total compensation is based on 180 work days.

Hourly Employees

Work as needed and approved by immediate supervisor.

Exempt Staff

The work day and work year for exempt staff shall be similar to other personnel except that exempt personnel are employed for specific tasks and such personnel are expected to work beyond the regular work day in order to accomplish such tasks when necessary. No additional remuneration shall be provided for such work.

Meal Break

Employees who work at least 7.5 continuous hours shall receive a 30-minute, duty-free meal break which begins within the first 5 hours of the employee's work day. The District accommodates employees who are nursing mothers according to State and federal law.

LEGAL REF.: 105 ILCS 5/10-20.14a, 5/10-22.34, and 5/10-23.5.
 29 U.S.C. §207 et. seq., Fair Labor Standards Act
 740 ILCS 137/, Right to Breastfeed Act.
 820 ILCS 105/, Minimum Wage Law.
 820 ILCS 260/, Nursing Mothers in the Workplace Act.

Adopted: July 8, 1997

Revised: August 9, 2022