

Educational Support Personnel

Section A - Positions

The Board of Education directs the superintendent to prescribe positions for Educational Support Personnel (ESP) that are not represented by a recognized bargaining unit, subject to compliance with relevant legal requirements and the provisions of the contract between each ESP and the Board.

Section B - Working Conditions

The Board of Education directs the superintendent to develop policies and procedures for ESPs, including but not limited to, health examinations, workload, travel expenses, non-school employment, professional leaves, personal leaves, absences, and vacations, subject to compliance with relevant legal requirements and the provisions of the contract between each ESP and the Board.

Section C - Fringe Benefits

The Board of Education directs the superintendent to recommend to the Board fringe benefit compensation provisions for ESPs.

Section D - Professional Development

The Board of Education recognizes that ESPs should stay abreast of theories and methods consistent with their position and responsibilities. ESPs are expected to attend professional meetings and periodic workshops to improve skills consistent with their position and approved by the superintendent or his/her designee.

Section E - Registration of License Renewal

ESPs are responsible for maintaining a current and valid license in accordance with Illinois State Board of Education (ISBE) regulations. The cost of license renewal (5-year renewal) will be covered by the district. The Board's obligation to pay for any such license renewal will be only for timely renewal/registration (i.e. no late fees or penalties).

Approved: February 28, 2022

Revised: July 10, 2023