

**Personnel**

**Leave of Absence**

Each of the provisions in this policy applies to all professional personnel to the extent that it does not conflict with an applicable collective bargaining agreement or individual employment contract or benefit plan; in the event of a conflict, such provision is severable and the applicable bargaining agreement or individual agreement will control. Please refer to the “Professional Agreement Between The Rockford Education Association, Inc. and The Rockford Board of Education District No. 205.”

Leave to Serve as an Election Judge

Any staff member who was appointed to serve as an election judge under State law may, after giving at least 20-days’ written notice to the District, be absent without pay for the purpose of serving as an election judge. The staff member is not required to use any form of paid leave to serve as an election judge. No more than 10% of the District’s employees may be absent to serve as election judges on the same election day.

The Superintendent and/or designee shall establish procedures for leaves of absence to the extent that such procedures do not conflict with an agreement, benefit plan or statute. In the event of a conflict, the applicable bargaining agreement, benefit plan or statute shall control.

LEGAL REF.:            105 ILCS 5/10-20.83 (final citation pending), 5/24-6, 5/24-6.1,  
                                 5/24-6.2, 5/24-6.3, 5/24-13, and 5/24-13.1.  
                                 10 ILCS 5/13-2.5, Election Code.  
                                 330 ILCS 61/, Service Member Employment and Reemployment  
                                 Rights Act.  
                                 820 ILCS 147/, School Visitation Rights Act.  
                                 820 ILCS 154/, Child Bereavement Leave Act.  
                                 820 ILCS 180/, Victims’ Economic Security and Safety Act.

CROSS REF.:            5.180, 5.185, 5.330

Adopted:                July 8, 1997

Revised:                March 23, 2010

Reviewed:              December 12, 2018