

General Personnel

Religious Observances

Please refer to the current “Agreement between the Special Education District of Lake County, Illinois and the SEDOL Teacher’s Union, a Council of the Lake County Federation of Teachers, Local No. 504, IFT-AFT/AFL-CIO.”

Please refer to the current “Contractual Agreement between the Special Education District of Lake County and SEDOL Support Staff Association, IEA/NEA.”

The Superintendent shall grant an employee’s request for time off to observe a religious holiday if the employee gives at least three days’ prior notice and the absence does not cause an undue hardship.

Employees may use earned vacation time or personal leave to make up the absence, provided such time is consistent with the District’s operational needs. A per diem deduction may also be requested by the employee.

LEGAL REF.: 775 ILCS 5/2-101 and 5/2-102, Illinois Human Rights Act
775 ILCS 35/15, Religious Freedom Restoration Act

CROSS REF.: 5:250 (Leaves/Absences), 5:330 (Sick Days, Vacation, Holidays, and Leaves)

ADOPTED: September 23, 2004; May 25, 2017

REVIEWED: July 28, 2022; June 26, 2025

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