Professional Personnel

Terms and Conditions of Employment and Dismissal

The NKEC Board delegates authority and responsibility to the CEO or designee to manage the terms and conditions for the employment of professional personnel. The CEO or designee shall act reasonably and comply with State and federal law as well as any applicable individual employment contract. The CEO or designee is responsible for making dismissal recommendations to the Board consistent with the Board's goal of having a highly qualified, high-performing staff.

School Year

Teachers shall work according to the school calendar adopted by the Board, which shall have a minimum of 178 student attendance days and professional development days per the contract.

School Day

Teachers are required to work the school day adopted by the Board. Teachers employed for at least four hours per day shall receive a duty-free lunch equivalent to the student lunch period, or 30 minutes, whichever is longer.

NKEC accommodates employees who are nursing mothers according to provisions in State and federal law.

Salary

Teachers shall be paid according to the salaries fixed by the Board but in no case less than the minimum salary provided by the School Code. Teachers shall be paid at least monthly on a 10- or 12-month basis.

Assignments and Transfers

The CEO or designee is authorized to make teaching, study hall, extra class duty, and extracurricular assignments. In order of priority, assignments shall be made based on the NKEC's needs and best interests, employee qualifications, and employee desires.

School Social Worker Services Outside of District Employment

School social workers may not provide services outside of their District employment to any student(s) attending school in the District. *School social worker* has the meaning stated in 105 ILCS 5/14-1.09a

Dismissal

NKEC will follow State law when dismissing a teacher.

Evaluation

NKEC's teacher evaluation system will be conducted under the plan developed pursuant to State law.

On an annual basis, the CEO or designee will provide the Board with a written report which outlines the results of the NKEC's teacher evaluation system.

Legal Reference: 105 ILCS 5/10-19, 5/10-19.05, 5/10-20.65, 5/14-1.09a, 5/22.4, 5/24-16.5, 5/24-2, 5/24-8, 5/24-9, 5/24-11, 5/24-12, 5/24-21, 5/24A-1 through 24A-20.

820 ILCS 260/, Nursing Mothers in the Workplace Act.

23 Ill.Admin.Code Parts 50 (Evaluation of Educator Licensed Employees) and 51 (Dismissal of Tenured Teachers).

Cleveland Bd. of Educ. v. Loudermill, 470 U.S. 532(1985).

Revised: March 21, 2023, and April 5, 2023.

Board Adoption Date: May 8, 2023.