

Educational Support Personnel

Employment At-Will, Compensation, and Assignment

Employment At-Will

Unless otherwise specifically provided, District employment is at-will, meaning that employment may be terminated by the District or employee at any time for any reason, other than a reason prohibited by law, or no reason at all. Nothing in ~~School Board of Education~~ policy is intended or should be construed as altering the employment at-will relationship.

Exceptions to employment at-will may include employees who are employed annually, have an employment contract, or are otherwise granted a legitimate interest in continued employment. ~~The Superintendent is authorized to make exceptions to employing non-certificated nonlicensed employees at-will but shall maintain a record of positions or employees who are not at-will and the reason for the exception.~~

Compensation and Assignment

The ~~Board of Education~~ will determine salary and wages for educational support personnel. Increments are dependent on evidence of continuing satisfactory performance. ~~An employee covered by the overtime provisions in State or federal law, shall not work overtime without the prior authorization from the employee's immediate supervisor. Educational support personnel are paid every 2 weeks or over 26 pay periods twice a month.~~

Assignment

The Superintendent is authorized to make assignments and transfers of educational support personnel.

LEGAL REF.: 105 ILCS 5/10-22.34 and 5/10-23.5.

~~Griggsville-Perry Community Unit School Dist. No. 4 v. Illinois Educ. Labor Relations Bd., 963 N.E.2d 332 (Ill.App.4, 2013).~~

~~Cook v. Eldorado Community Unit School District, No. 03-MR-32 (Ill.App.5, 2004).~~

~~Duldulao v. St. Mary of Nazareth Hospital, 483 N.E. 2d 956 (1st Dist. Ill. App. 1, 1985),
aff'd in part and remanded, 505 N.E.2d 314 (Ill. 1987).~~

~~Kaiser v. Dixon, 468 N.E. 2d 822 (Ill.-App. 2d Dist. 2, 1984).~~

CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment) 5:35 (Compliance with the Fair Labor Standards Act), 5:290 (Educational Support Personnel - Employment Termination and Suspensions), 5:310 (Educational Support Personnel - Compensatory Time-Off)

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