

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. A dismissal for reduction in force requires 30 days notice before the employee is removed or dismissed. For the purposes of reduction in force, educational support personnel are granted seniority and recall rights within their respective categories of position. Nothing in School Board 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 employees at-will but shall maintain a record of positions or employees who are not at-will and the reason for the exception.

Compensation

The School Board 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 the Fair Labor Standards Act, 29 U.S.C. § 201 et seq., works overtime whenever the employee works more than 40 hours during a single work week. Overtime will not be allowed without prior authorization from the employee's immediate supervisor. Educational support personnel are paid every 2 weeks.

Assignment

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

Relationships with Vendors

Employees shall have no pecuniary interest in the sale, proceeds or profits of any supplies, tools, books, apparatus or furniture used or to be used in any school in the District.

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

Duldulao v. St. Mary of Nazareth Hospital, 483 N.E. 2d 956 (Ill. App. 1 Dist. 1985). Kaiser v. Dixon, 468 N.E. 2d 822 (Ill. App. 2d Dist. 1984). Molitor v. Chicago Title & Trust Co., 59 N.E. 2d 695 (Ill. App. 1 Dist. 1945).

CROSS REF.: 5:10, 5:35, 5:290, 5:310

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