General Personnel

Religious Holidays

Supervisors shall grant an employee's request for time off to observe a religious holiday if the employee gives at least 5 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.
Religious Freedom Restoration Act, 775 ILCS 35/5.

Replaces Policy: 4333

Adopted: 3-18-98

Adopted: Okaw Valley C.U.S.D. #302
July 19, 2001