Professional Personnel

Terms and Conditions of Employment and Dismissal
The School Board delegates authority and responsibility to the Superintendent to manage the terms and conditions for the employment of professional personnel. The Superintendent shall act reasonably and comply with State and federal law as well as any application collective bargaining agreement in effect. The Superintendent is responsible for making dismissal recommendations to the Board consistent with the Board's core value of having a highly qualified, high performing staff.

School Year and Day
Teachers shall work according to the school calendar adopted by the Board, which shall have a minimum of 176 student attendance days and a minimum of 180 teacher work days, including teacher institute days.

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

School Day, Salary, Vacancies, Transfers, Reassignments and Evaluation
Please refer to the Collective Bargaining Agreement between the Board of Education of Forest Park School District No. 91, Cook County, Illinois and the Forest Park Teachers' Association, IEA-NEA.

Dismissal
The District will follow State law when dismissing a teacher.

Evaluation
The District's teacher evaluation system will be conducted under the plan developed pursuant to State law. On an annual basis, the Superintendent will provide the Board with a written report which outlines the results of the District's teacher evaluation system.

LEGAL REF.:   105 ILCS 5/10-19, 5/18-8, 5/24-2, 5/24-8, 5/24-9, 5/24-21, 5/24A-4, and 5/24A-5, 820 ILCS 260. 23 Ill.Admin.Code Parts 50 (Evaluation of Certified Employees) and 51 (Dismissal of Tenured Teachers). Cleveland Board of Education vs. Loudermill, 105 S.Ct. 1487(1985)

CROSS REF.:   5:290 (Employment Termination and Suspensions), 6:20 (School Year Calendar and Day)

ADOPTED: July 14, 2005

REVISED: February 13, 2014

REVIEWED: January 11, 2022