

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 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 nonlicensed employees at-will but shall maintain a record of positions or employees who are not at-will.

Compensation

Please refer to the following current agreements:

Collective Bargaining Agreement between the Board of Education, District No. 126 Alsip, Hazelgreen, Oak Lawn, Illinois and the District No. 126 Council of Employees, PSRP Local 943, American Federation of Teachers, AFL-CIO.

Agreement between the Board of Education District #126 Alsip, Hazelgreen, Oak Lawn, Illinois and District #126 Local #73 Service Employees International Union, CTW.

For employees not covered by these agreements:

The 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 State or federal law, shall not work overtime without the prior authorization from the employee's immediate supervisor. Educational support personnel are paid every other week.

Assignment

Please refer to the following current agreements:

Collective Bargaining Agreement between the Board of Education, District No. 126 Alsip, Hazelgreen, Oak Lawn, Illinois and the District No. 126 Council of Employees, PSRP Local 943, American Federation of Teachers, AFL-CIO.

Agreement between the Board of Education District #126 Alsip, Hazelgreen, Oak Lawn, Illinois and District #126 Local #73 Service Employees International Union, CTW.

For employees not covered by this agreement:

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

Vacancies and Transfers

Please refer to the following current agreements:

Agreement between the Board of Education District #126 Alsip, Hazelgreen, Oak Lawn, Illinois and District #126 Local #73 Service Employees International Union, CTW.

Collective Bargaining Agreement between the Board of Education, District No. 126 Alsip, Hazelgreen, Oak Lawn, Illinois and the District No. 126 Council of Employees, PSRP Local 943, American Federation of Teachers, AFL-CIO.

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

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)

ADOPTED: October 8, 2015