

## Professional Personnel

### Terms and Conditions of Employment and Dismissal

Refer to the "Professional Agreement Between the Oswego Community Unit School District 308 and the Oswego Education Association."

For those employees working under a Professional Educator License not covered by the Agreement above or an individual contract:

### Evaluation

The District's administrators shall be evaluated annually by the Superintendent or his designee.

### Dismissal

The District will follow State law when dismissing an employee working under a Professional Educator License.

### Assignments and Transfers

The Superintendent or his or her designee is authorized to make teaching, study hall, extra class duty, administrative and extracurricular assignments. In order of priority, assignments shall be made based on the District's needs and best interests, employee qualifications, and employee desires.

### School Social Worker and School Psychologist Services Outside of District Employment

School social workers and school psychologists may not provide services outside of their District employment to any student(s) attending school in the District. *School social worker* has the meaning as stated in 105 ILCS 5/14-1.09a. *School psychologist* has the meaning stated in 105 ILCS 5/14-1.09.

### Breaks

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

LEGAL REF.: 105 ILCS 5/10-19, 5/10-19.05, 5/10-20.65, 5/14-1.09a, 5/22.4, 5/24-16.5, 5/24-2, 5/24-8, 5/24-9, 5/24-11, 5/24-12, 5/24-21, 5/24A1 through 24A-20  
820 ILCS 260/, Nursing Mothers in the Workplace Act.  
23 Ill. Admin. Code Parts 50 (Evaluation of Certified Employees) and 51 (Dismissal of Tenured Teachers).  
Cleveland Bd. of Educ. v. Loudermill, 470 U.S. 532(1985).

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

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