

Professional Personnel

Summer School Employment Policy

- A. Teacher that can commit to working the entire summer school schedule.
- B. Total years in summer school teaching in that summer school grade level or in that summer school general subject area. The grade levels are defined as follows:
 - Primary
 - Intermediate
 - Middle School
 - Senior High
- C. Years taught in that grade level or in that general subject area in the regular school program.
- D. If the District cannot obtain a teacher at that grade level, then it will obtain a qualified teacher based on years taught in the school district. (It would not be necessary to have taught the subject previously but be qualified to teach it.)
- E. Summer experience in the Gifted Program or the Title I Program will not be considered when a teacher applies for a regular Summer School position. The same will be true when the situation is reversed. Teachers may, however, apply for a position in all simultaneously.
- F. In the event that a special interest class is developed by a teacher and it is offered, that teacher will have first preference to teach this class.

The Summer School Committee will determine whether or not such a class merits adding to the Summer School Program.

A final decision will then be made by the Director of Elementary or Secondary Education to recommend to the Board of Education whether or not the course will be offered.
- G. In the event that there are two or more persons applying for a Summer School job and all things being equal, in this policy, the Summer School Principal(s) will have the prerogative of choosing the individual to be employed.
- H. Accurate records will be kept on Summer School teaching experience by the building principal or his/her designee.

Evening Academy Employment Policy

- Teacher applications for Evening Academy positions will be made available on an annual basis. Prior experience in Evening Academy will be considered, but will not guarantee placement in following years.
- I. Teacher qualified in the subject area of course being offered in Evening Academy.
 - J. Teacher that can commit to working the entire semester schedule.
 - K. Interviews may be used to determine best fit for serving alternative education students.

- L. If the District cannot obtain a teacher in that subject area at the high school level, then it will obtain a qualified teacher in the school district. (It would not be necessary to have taught the subject previously but be qualified to teach it.) If one cannot be obtained in the District, a search may be outside the District for a qualified candidate.
- M. In the event that there are two or more persons applying for an Evening Academy job and all things being equal, in this policy, the Building Principal will have the prerogative of choosing the individual to be employed.
- N. Accurate records will be kept on Evening Academy teaching experience by the building principal or his/her designee.

LEGAL REF.: 105 ILCS 5/24-14.
Park Forest Heights School Dist. v. State Teacher Certification Bd., 842 N.E.2d
1230 (Ill.App.1, 2006).

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