

Document Status: Draft Update

General Personnel

5:70 Religious Holidays

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement:

Please refer to the following current agreements:

~~Agreement Between the Board of Education of Oak Park and River Forest High School District 200, County of Cook, of the State of Illinois and the Oak Park and River Forest High School Faculty Senate, IEA/NEA.~~

~~Agreement Between the Board of Education of Oak Park and River Forest High School District #200, Cook County, Illinois and the Service Employees International Union, Local 73, AFL-CIO, Building and Grounds Custodial and Maintenance Contract.~~

~~Agreement Between the Board of Education of Oak Park and River Forest High School District #200, Cook County, Illinois and the Service Employees International Union, Local 73, AFL-CIO, Classified Personnel Association Contract.~~

~~Agreement Between the Board of Education of Oak Park and River Forest High School District #200, Cook County, Illinois and the Service Employees International Union, Local 73, Safety and Support Team Contract.~~

For those employees not covered by these Agreements:

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

Illinois Human Rights Act, 775 ILCS 5/2-101 and 5/2-102

ADOPTED: April 25, 2013
