

AMEND BOARD RULE 4 -3 ON AN INTERIM BASIS
IN ACCORDANCE WITH BOARD RULE 2 -6 AND AUTHORIZE PUBLIC COMMENT PERIOD

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the Board amend Board Rule 4-3 as set forth below on an interim basis and determine any permanent changes after the period for public comment expires. The rule will be posted for public comment from September 29, 2023 to October 30, 2023.

Sec. 4-3. Categories of Board Employees

Board employees shall be categorized as Teachers, Principals, Assistant Principals, Certificated Administrators, Educational Support Personnel, or Part-time/Seasonal Employees, as defined below. The Chief Executive Officer or his/her designee shall have the authority to create, modify, delete, and reclassify job titles within employee categories for purposes of assignment, pay and benefits.

a. Teachers. Teachers are employees with teaching certificates issued by the Illinois State Teacher Certification Board, who are hired to perform instructional or related administrative services. Teachers shall be further categorized as follows:

1. Appointed Teachers. Appointed teachers are full-time teachers who are hired and assigned to vacant teaching positions. Appointed teachers shall be further classified as either tenured or probationary, as follows:

a. Tenured Teachers.

ii. Reappointment with Tenure. Formerly tenured teachers who lost tenure under subparagraph (a)(1)(a)(i)(2) or (a)(1)(a)(i)(3) of this Rule shall be granted tenure upon reappointment to a teacher position under the following circumstances:

1. when the former tenured teacher is reappointed to a teacher position within one (1) calendar year from the effective date of his/her resignation;
2. when the former tenured teacher lost tenure by accepting a position as an educational support personnel, a certificated administrator, an assistant principal or an interim or contract principal and he/she is reappointed to a teacher position without a break in service to the Board of Education; and,
3. when the former tenured teacher is reappointed to a teacher position within two (2) calendar years of his/her honorable dismissal. Nothing in this Section shall be construed to guarantee reappointment to a teacher position or to alter the status of employees, including formerly tenured teachers, employed as an educational support personnel employee, a certificated administrator, an assistant principal or an interim or contract principal.

b. Probationary Appointed Teachers. Probationary appointed teachers are either: (1) newly appointed teachers who have not completed the statutory probationary period of continuous service necessary to attain tenure; or, (2) formerly tenured teachers who have had a break in service, been reappointed and have not completed the statutory probationary period of continuous service necessary to attain tenure since their reappointment. Probationary appointed teachers are appointed on an annual basis and their continued

substitutes may be classified as regular day-to-day substitutes or provisional day-to-day substitutes, based upon their type of certification.

b. CADRE Substitute Teachers. CADRE substitute teachers are employed on a full-time and year-to-year basis. They are entitled to receive daily assignments for each student attendance day throughout a school year in which they are employed. CADRE substitutes may only be assigned to fill the same position for up to twenty (20) consecutive student attendance days. The employment of a CADRE substitute teacher terminates at the end of each school year and must be renewed by assignment annually, except that the employment of a CADRE substitute teacher who: 1) is a displaced temporarily assigned teacher due to a position closing; and 2) has been a CADRE substitute teacher for less than twelve (12) continuous months since his/her displacement as a temporarily assigned teacher will terminate at the end of the school year following twelve (12) continuous calendar months from his/her assignment as a CADRE substitute teacher.

c. For the 2023-2024 school year, to support the staffing and class coverage needs connected to expanded parental leave rights, the priority will be to fill positions available with a licensed teacher. However, in the absence of an available teacher, substitute teachers described in 4-3(a)(3)(a) and 4-3(a)(3)(b) who work 5 days-per-week may be assigned to fill the same vacant position for more than twenty (20) consecutive student attendance days. If so assigned, the substitute teacher will be paid at the same rate as a temporary assigned teacher on day 21 and shall be so notified in writing. Those assigned as described in this section shall be displaced once an endorsed candidate is hired for the temporary assigned teacher vacancy.

4. Half-Time Teachers. Half-time teachers are regularly certified to teach by the Illinois State Board of Education, and are employed on a half-time basis.

b. Principals. Principals are full-time employees with administrative certificates/licenses issued by the Illinois State Board of Education who are hired to act as the instructional and administrative leader of one or more student attendance centers. Principals are classified as follows: 4 (pal)7.4 fs]TJ atw(f)]TJ nst003 Tw 109 5umssssce pals

3. Individuals employed for less than one hundred (100) days, if paid on daily basis; or
4. Individuals employed by another unit of local government and, in connection with that employment, are participating in or receiving an annuity from one of the following City of Chicago municipal pension f