

General Personnel

Religious Holidays

Please refer to the following current agreements:

Agreement between Indian Prairie Community Unit School District 204 and Indian Prairie Education Association.

Agreement Between Indian Prairie Classified Association and Indian Prairie Unit School District 204.

For 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 35/15.
Illinois Human Rights Act, 775 ILCS 5/2-101 and 5/2-102.

ADOPTED: April 22, 2013