

## General Personnel

### **5:70 Religious Holidays**

**Please refer to the current Contractual Agreement between P.A.E.C. Governing Board - SEJA #803 and Teachers and Program Assistants, P.A.E.C. Council Local 571 IFT-AFT.**

**For employees not covered by this Agreement or if not addressed in this Agreement:**

The Executive Director 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 Cooperative's operational needs. A per diem deduction may also be requested by the employee.

LEGAL REF.:

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

775 ILCS 35/155, Religious Freedom Restoration Act.

ADOPTED: February 12, 2013

REVISED: February 26, 2015; July 20, 2022

**Proviso Area for Exceptional Children (P.A.E.C.)**

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