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## **General Personnel**

### **Religious Holidays**

**Please refer to the current Professional Negotiation Agreement between Special Education Association of Kendall County and Kendall County Special Education Cooperative.**

**For employees not covered by this agreement:**

The Director shall grant an employee's request for time off to observe a religious holiday if the employee gives at least 5 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.: Religious Freedom Restoration Act, 775 ILCS 35/15.  
Illinois Human Rights Act, 775 ILCS 5/2-101 and 5/2-102.

ADOPTED: June 13, 2012