

LOCKPORT TOWNSHIP HIGH SCHOOL
MINI-FACULTY MEETINGS
MAY 13 & 14 2009

- ❖ DISTRICT FMLA POLICY
- ❖ DIVERSITY AUDIT / INITIATIVE

FAMILY and MEDICAL
LEAVE ACT (FMLA)

- Provides eligible employees *time-off* and continuation of *health care benefits* for a personal or family member's serious health condition.
 - 12 weeks or up to 26 weeks for a "qualifying exigency" under the military leave provisions.
 - Access to sick leave and vacation time dependent upon company policy.
 - FMLA request forms available on our website at the Personnel Office link located under the District 205 tab on the main page.
 - District 205 FMLA leave year is September 1 through August 31.
 - Will be moving to a "rolling year" that begins with the first day the employee takes leave.

EMPLOYEE LEAVES

- MEDICAL LEAVES-VARIOUS
- FMLA-LEAVE (up to 26 weeks for military exigency)
- LTHS -BOARD APPROVED CHILD CARE LEAVE
 - Much richer than FMLA for maternity
 - Up to one year of leave approved by semesters
- FMLA BOARD POLICY 5:185 -revision
- ADVANCEMENT ON SALARY SCHEDULE
 - Attendance of work calendar-60% during 09-10

District 205 Diversity Initiative

- OBJECTIVES
 - Enhance the Cultural Competency of School District as our school community is becoming more diverse.
 - Interacting with other cultural groups in ways that recognize and value differences, motivate you in ways to assesses your own skills, expand your knowledge and cause you to adapt your relational behavior.
 - Identify actions to support a more diverse and inclusive school environment that will lead to improved teaching, learning and academic achievement for all students.
 - Continue to breakdown cultural barriers, assumptions and misunderstandings to create the most positive image in the community.

Update-May 2009

- District Website –Personnel Link
 - August 2007 Board Information item- Diversity Audit
 - August 2008 Board Presentation- Audit Recommendations
 - November 2008 –Administrative Training Session
 - January 2009 –ongoing Administrative Book Discussion
“Courageous Conversations”
 - February 2009 Institute Day-Dr. Adolph Brown III
 - June 2009 Administrative Academy –LTHS
“Successful Leadership Approaches to serving a Diverse School Community”
 - April memo from Dr. Garry Raymond recommending the formation of a District Equity Action Committee.

Equity Action Committee

- “The Equity Action Committee will assist school officials in the prioritization, design, and implementation of activities and policies that promote a culturally responsive school community.”
 - Recommendations to focus on the areas of:
 - Curriculum and Instruction
 - Student management and support
 - Parent involvement
 - Professional Development
 - Workplace diversity

What will it look like?

- Compact Group 7-8 staff members from various personnel groups that reflect the diversity of our district
- Professional Development Training regarding diversity
- Work collaboratively to create a District Diversity Plan
- Report out regularly to Board of Education and Staff

BOARD OF EDUCATION



SUPERINTENDENT



EQUITY ACTION COMMITTEE



BUILDING DIVERSITY COUNCILS