**Section 1501.801 Definition of Terms**

"Automatic Rollover Clause" means the renewal of an employment contract after the anniversary date for an additional term without any additional agreement or signature.

*"Misconduct" includes, but is not limited to, the following:*

*Conduct demonstrating conscious disregard of* a *college district's interest and found to be a deliberate violation or disregard of the reasonable standards of behavior the district expects of its employee.*

*Carelessness or negligence to a degree or recurrence that manifests culpability or wrongful intent, or shows an intentional and substantial disregard of the district's interests or of the employee's duties and obligations to his or her college district.*

*Chronic absenteeism or tardiness in deliberate violation of a known policy of the district or one or more unapproved absences following a written reprimand or warning relating to more than one unapproved absence.*

*A violation of* a *college district's rule, unless the claimant can demonstrate that:*

*He or she did not know, and could not reasonably know, of the rule's requirements;*

*The rule is not lawful or not reasonably related to the job environment and performance; or*

*The rule is not fairly or consistently enforced.*

*Other conduct, including, but not limited to, committing criminal assault or battery on another employee,* student*, customer or invitee of the employer.*

*"Severance Pay" means the actual or constructive compensation, including salary, benefits, or perquisites, for employment services yet to be rendered that is provided to an employee who has recently been or is about to be terminated.* [5 ILCS 415/5]

"Sabbatical Leave" means a leave of absence granted by the Board of Trustees to eligible employees to provide opportunities for those employees to engage in activities aimed at developing the employees professionally and improving their abilities to perform their contractual responsibilities.

(Source: Amended at 44 Ill. Reg. 18680, effective November 13, 2020)