

**RESOLUTION AUTHORIZING THE HONORABLE TERMINATION
OF REGULARLY CERTIFIED AND APPOINTED TEACHERS**

WHEREAS, the Chicago Board of Education ("Board") has the power under Section 34-8.1 of the Illinois School Code (105 ILCS 5/34-1, et. seq.), to layoff employees; and

WHEREAS, the Board has the power under Section 34-18(31) of the Illinois School Code to promulgate rules establishing procedures governing the layoff or reduction in force of employees; and

WHEREAS, the Board has the power under Section 34-19 of the Illinois School Code to delegate to the Chief Executive Officer of the Chicago Public Schools or to its General Counsel authorities granted to the Board in the School Code, provided such delegation and appropriate oversight procedures are made pursuant to Board by-laws, rules and regulations, adopted pursuant to Section 34-19 of the Illinois School Code; and

WHEREAS, the Board, pursuant to the above articulated powers, promulgated its Policy Regarding Reassignment and Layoff of Regularly Appointed and Certified Teachers (the "Reassignment Policy") on July 23, 1997; and

WHEREAS, the Reassignment Policy provides that, when a determination is made that a teacher's services are no longer required at a school or in a program because the school or program is closed, there is a drop in enrollment, the educational focus of the school is changed, or when a school is subject to actions taken as a result of remediation, probation, reconstitution or educational crisis, the teacher will receive a "notice of removal" informing the teacher of the determination; and

WHEREAS, the Reassignment Policy provides that, if a teacher is unable to secure a permanent appointment within ten (10) school months after notice of removal, the teacher shall be laid off and given an honorable termination from service; and

WHEREAS, the Reassignment Policy provides that, if within two years after an honorable termination the teacher is appointed by a principal to a permanent position, tenure and prior seniority will be restored to the teacher as of the date of such appointment.

WHEREAS pursuant to Section 2 of the Reassignment Policy, the former employees identified in Attachment A were removed from the attendance center to which they had been assigned. Each of these former employees received a notice of removal. Each of the identified former employees failed to secure a permanent appointment within ten (10) school months after receiving a notice of removal.

WHEREAS as required by the Reassignment Policy, each of the former employees listed in Attachment A was honorably terminated on the date referenced in the attachment for each individual. As these terminations occurred pursuant to the express provisions of the Reassignment Policy, the Board took no further action to effectuate the terminations as such action was deemed to be appropriately delegated to full-time personnel under the direction of the Chief Executive Officer of the Chicago Public Schools.

WHEREAS, the Illinois Appellate Court, in Maurice Land, et al., v. Board of Education of the City of Chicago, No. 00-0659, on August 27, 2001, issued its decision holding that the Board may not delegate its power to layoff employees and that it is required to take formal action to effectuate each layoff of an employee which occurs pursuant to the Reassignment Policy; and

WHEREAS, the Board is seeking review of the above-referenced decision which is believed to be contrary to applicable provisions of Illinois law;

WHEREAS, despite its decision to seek review of the holding in Land, during the pendency of such action, the Board deems it necessary to effectuate layoffs pursuant to the Reassignment Policy via formal Board action as required by the court's conclusions in Land; and

WHEREAS, the Board understands that such formal action effectuated via this resolution, as well as any subsequent formal action taken by the Board in order to effectuate layoffs pursuant to the Reassignment Policy throughout the pendency of litigation seeking review of the above-referenced decision in Land, is taken without prejudice to the Board's right to seek review of the decision, and to make all relevant legal arguments which support its position in such litigation.

NOW, THEREFORE, BE IT HEREBY RESOLVED BY THE CHICAGO BOARD OF EDUCATION,
as follows:

1. That the Board hereby formally acknowledges, affirms and ratifies the honorable terminations of the former employees listed in Attachment A, as of the date referenced in the attachment for each identified individual, pursuant to the Board Reassignment Policy; and
2. That the Board will take formal action to effectuate future honorable terminations pursuant to the Reassignment Policy during the pendency of the litigation in Maurice Land, et al., v. Board of Education of the City of Chicago, No. 00-0659.
3. That by adopting this Resolution and taking any additional formal action as outlined in Paragraphs Nos. 1 and 2 above, the Board does not waive its legal arguments in connection with Maurice Land, et al., v. Board of Education of the City of Chicago, No. 00-0659.
4. That pursuant to the provisions of the Reassignment Policy, any former employee listed in Attachment A who is rehired to a permanent teaching position within two years from the date of termination referenced in Attachment A for that employee, shall have his or her tenure restored, if the former employee had been tenured at the time of the honorable termination, and shall have his or her full seniority restored as of the date of rehire, without any further formal Board action;
5. That this Resolution shall be effective upon adoption, and shall replace all prior resolutions or other Board actions that are in conflict herewith.

Honorably Terminated Teachers-Comprehensive List

<u>Last Name</u>	<u>First Name</u>	<u>Last School</u>	<u>Termination Date</u>
Achettu	Varkey	Manley H.S.	1/23/99
Akil	Kemba	Clemente H.S.	8/27/99
Allen	Tina	CVS	8/27/99
Anast	Hara	Senn H.S.	4/30/99
Anderson	Beverly	Flower H.S.	1/23/99
Anderson Porter	Joann	McCorkle	1/23/99
Apata	Glenda	Skinner	1/23/99
Baby	Elizabeth	Arts of Living	8/27/99
Baecklandt	Werner	Schurz	1/23/99
Bahner	Stanley	DuSable	1/23/99
Balzer	Edward	Beethoven	4/30/99
Banks	Barbara	Juarez	1/23/99
Barton	Susan	Spalding	1/23/99
Bates	Theresa	Chalmers	1/23/99
Beard	Celeste	Hancock	1/23/99
Bell	Charlotte	Orr	1/23/99
Benoit	Eunice	Gage Park	4/30/99
Benson	Jonetta	Medill	8/27/99
Blackwell	Mary	Simpson	8/27/99
Blaylock	Limmie	Westinghouse H.S.	10/27/00
Bomer	Robert	Englewood H.S.	1/23/99
Boyd	Linton	Austin	10/27/00
Bratko	Alice	DuSable	1/23/99
Bray	Anthony	Dunbar	8/27/99
Brown	Archie	Woodson North	1/23/99
Burrell	Louis	O'Toole	1/23/99

Last Name	First Name	Last School	Termination Date
Byrne	William	King H.S.	1/23/99
Caleb	Victoria	Phillips	1/23/99
Cameron	Brian	Southside H.S.	8/27/99
Campbell	Marilyn	Manley H.S.	1/23/99
Carter	Donna	Corliss H.S.	8/27/99
Carter	Mary	Delano	4/30/99
Castlen	Joann	Jones H.S.	10/27/00
Chandler	Gus	Manley H.S.	8/27/99
Cohn	Lance	O'Toole	10/27/00
Correra	Peter	Piccolo	10/27/00
Cozzolino	Dolores	Kennedy	1/23/99
Curran	Dennis	Swift	1/23/99
Czarny	Casmir	Phillips	1/23/99
Dailey	Eva	Kelvyn Park	1/23/99
Dal Cerro	William	Seward	1/23/99
Danko	Michele	Marshall H.S.	1/23/99
Davis	Eutha	Jones H.S.	10/27/00
Davis	Louis	Phillips	1/23/99
Delane	Clemmon	Phillips H.S.	4/30/99
Devins	Marta	Tilden H.S.	1/23/99
Digangi	David	Douglas	1/23/99
Dowd	Douglas	CVS	10/27/00
Draper	Laverne	L. Armstrong	10/27/00
Drummond	Earline	Curie H.S.	8/27/99
Echols	Robert	South Shore H.S.	1/23/99
Edminister	James	Collins H.S.	1/23/99
Edwards	Odessa	Harlan H.S.	1/23/99
Eibergen	Patrick	King H.S.	1/23/99
Ennesser	Raymond	Lane Tech	1/23/99

Last Name	First Name	Last School	Termination Date
Esposito	John	Juarez	8/27/99
Fair	Christine	Farragut	1/23/99
Fitzgerald	Kathleen	Curie	1/23/99
Foster	Woody	Phillips	8/27/99
Foulkes	Sharon	King H.S.	1/23/99
Freeman	Wayman	Spalding H.S.	1/23/99
Garrison	Kenneth	Simpson H.S.	1/23/99
Gaston	Aaron	C.C.D.O.C.	1/23/99
Gaubis	Paul	Dunbar	1/23/99
Gibbons	Richard	Johns	8/27/99
Gillo	Peter	Skinner	1/23/99
Gilmore	Marie	Johns	1/23/99
Gjeldun	William	Marshall H.S.	1/23/99
Glasco	Elizabeth	Collins H.S.	1/23/99
Goldberg	Marshall	King H.S.	1/23/99
Gooden	Sallie	Englewood H.S.	1/23/99
Goudes	June	Budlong	8/27/99
Gray	Pearline	Mayo	1/23/99
Greer	Tyrone	South Shore H.S.	1/23/99
Griffin	Julia	DuSable	1/23/99
Hailu-Beyene	Hannah	Harte	8/27/99
Harrison	Ulysses	Dunbar	8/27/99
Haynes	Lamaughn	Corliss	4/30/99
Hearst	James	York	10/27/00
Hightower	Jamrs	Juarez	1/23/99
Hwangbo	Kyun	Stone	1/23/99
Issen	Michael	Kenwood	8/27/99
Jackson	Charlene	CVS	1/23/99
Jackson-Perry	Cheryl	Calumet	10/27/00

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Jamison	James	CVS	1/23/99
Jefferson	Carl	Dunbar	8/27/99
Jeyuson	Salvacion	Beard	1/23/99
Johnson	James	Dunbar	1/23/99
Jones	Anne	Madison	10/27/00
Jones	Mary	Robeson	1/23/99
Jones	Sally	Paderweski	1/23/99
Kardasis	Stacy	Dusable	4/30/99
Kenney	Robert	Englewood	1/23/99
Kirsch	Alan	Darwin	1/23/99
Koenig-Pfannkuche	Barbara	Ind. Skill	1/23/99
Kornmann	Corinne	Marshall	8/27/99
Kuntzman	Linda	King	1/23/99
Land	Maurice	Suder	1/23/99
Langworthy	April	Funded Pro.	1/23/99
Ledbetter	Robert	Hartigan	1/23/99
Lewis	Barbara	Simeon	1/23/99
Lindsey	Lawrence	Hammond	1/23/99
Lofton	Helen	Flowers	1/23/99
Macklin	Jeanette	Jones	10/27/00
Magic	Donald	Esmond	1/23/99
Mangione	Salvatore	Austin	1/23/99
Mann	Connie	Marshall	1/23/99
Marshall	James	Englewood	1/23/99
Mathews	Prose	Dunbar	1/23/99
Mathias	Judy	Englewood	1/23/99
McIntosh	Renee	Montifiore	1/23/99
Migiel	James	T. Jefferson	8/27/99
Milner	Pamela	Lewis	4/30/99

Last Name	First Name	Last School	Termination Date
Moore	Joyce	Austin	10/27/00
Moore	Rose Mary	South Shore	1/23/99
Moreland	Helena	Wells	1/23/99
Murphy	James	DePriest	8/27/99
Neal	Rhea	Caldwell	1/23/99
Negron	Irma	May	1/23/99
Norment	Lloyd	CVS	1/23/99
O'Connor	Linda	Fulton	1/23/99
O'Connor	Thomas	Juarez	1/23/99
O'Malley	Bernard	Mt. Vernon	8/27/99
Patrick	Marva	Phillips	1/23/99
Perez	Shabazz	Ind. Skills	1/23/99
Peterson	Lynn-Marie	King	1/23/99
Pittard	Betty	T. Jefferson	8/27/99
Plago	Christopher	Spencer	4/30/99
Porter	Jerry	King	1/23/99
Porter	Rebecca	King	1/23/99
Powell	Mae	Marshall	1/23/99
Prince	Laura	Calumet	1/23/99
Rabin	Sondra	Smyth	8/27/99
Reed	Christopher	Foreman	1/23/99
Rehfeldt	James	Curie	1/23/99
Renshaw	Donald	Harper	1/23/99
Ridgner	Debra	Jones	10/27/00
Ruiz	Carol	Stowe	1/23/99
Sacks	Franklin	Urban Youth	10/27/00
Saineghi	Phillip	Harper	1/23/99
Samuels	Kathryn	Mann	1/23/99
Sawyer	Dianne	Farragut	10/27/00

Last Name	First Name	Last School	Termination Date
Schaeffer	Phyliss	Dunbar	8/27/99
Schlatter	James	Englewood	1/23/99
Scott	Willie	Simeon	1/23/99
Sellers	Gloria	Calumet	10/27/00
Serlin	Nathan	Phillips	1/23/99
Shannon	Leslie	Hamilton	1/23/99
Shegog	Barbara	Simeon	1/23/99
Short	Queen	Harper	1/23/99
Siemsen	Susan	South Side	8/27/99
Simmons	Carmen	Beard	1/23/99
Sivric	Rita	Harper	1/23/99
Sklepkowska	Joanna	Schurz	10/27/00
Smith	Collis	Dunbar	4/30/99
Smith	Paul	York	10/27/00
Smith	Theoda	Dunbar	8/27/99
Smith-Anderson	Mary	Flowers	1/23/99
Solomon	Cynthia	Carroll	1/23/99
Spiller	Mary	Harper	1/23/99
Stawicki	Sophie	Dunbar	8/27/99
Stewart	Deborah	Dunbar	8/27/99
Stewart	Rosemary	Englewood	1/23/99
Stiles Maclin	Darlene	Englewood	1/23/99
Stoakley	Gerrie	Phillips	1/23/99
Taylor	Norman V.	Calumet	1/23/99
Thometz	Marlene	Earle	1/23/99
Tolbert	Clarence	Dusable	1/23/99
Tookes	Lillie	Wells	1/23/99
Valentine	Sarah	Jones	10/27/00
Van Leishout	Kathleen	Orr	1/23/99

Last Name	First Name	Last School	Termination Date
Vanzile	Daniel	Wells	1/23/99
Virrgil-Thomas	Sabra	Englewood	1/23/99
Vyfhuis	Rudyard	Sheridan	1/23/99
Waters	Richard	Orr	1/23/99
Wells	Eunice	Faraday	1/23/99
Wesley	Jennifer	Suder	1/23/99
Whaley	Clarence	Pope	1/23/99
White-Janes	Ellen	Roosevelt	8/27/99
Wiley	Ollie	Arts of Living	8/27/99
Wilkins	Janice	Hinton	1/23/99
Williams	Birdia	Foreman	1/23/99
Williams	Michael	Simeon	1/23/99
Wilson	Rosemary	Collins	1/23/99
Witt	Lance	CCDOC	1/23/99
Woods	Vernia	Lindblom	1/23/99
Yarbrough	Thomas	Austin	1/23/99
Young	Bertha	Senn	10/27/00
Zajda	Edward	Lawndale	1/23/99
Zuger	Joel	Orr	1/23/99
Zygmunt	Frank	Marshall	1/23/99