

**AUTHORIZE PAYMENT TO SETTLE THE MATTER OF
DOROTHY APPIAH V. CHICAGO PUBLIC SCHOOLS, CASE NO. 03 C 3180**

THE GENERAL COUNSEL REPORTS THE FOLLOWING DECISION:

To authorize funds in the amount of \$225,000 to plaintiff to settle Dorothy Appiah v. Chicago Public Schools, case no. 03 C3180.

DESCRIPTION: Plaintiff filed an Age Discrimination and Failure to Rehire complaint under the Age Discrimination in Employment Act (ADEA). After extensive discovery and pretrial preparations, the parties have reached a settlement, subject to Board approval of the above case. The General Counsel recommends the settlement, which provides for payment of \$44,317.35 as back pay plus pension contributions of \$3,102.21, and \$177,580.44 as attorneys' fees and costs. Plaintiff has since been rehired as a teacher at Tilden High School.

LSC REVIEW: LSC approval is not applicable to this report.

AFFIRMATIVE ACTION STATUS: None.

FINANCIAL: Charge \$225,000.00 to Law Department -
Budget Classification Fiscal year 2005.....0963-210-000-7072-5490

GENERAL CONDITIONS:

Inspector General - Each party to the agreement shall acknowledge, in accordance with 105 ILCS 5/24-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21/3 which restrict the employment of or the letting of contracts to, former Board Members during the one year period following expiration or other termination of their terms of office.

Indebtedness - The Board's Indebtedness Policy adopted July 26, 1995 (95-0726-EX3), as amended from time to time, is hereby incorporated into and made a part of the agreement.

Ethics - The Board's Ethics Code adopted September 27, 1995 (95-0927-RU3), as amended from time to time, is hereby incorporate din to and made a part of the agreement.

Contingent Liability - The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

Approved,


RUTH M. MOSCOVITCH
General Counsel

Within Appropriation:


JOHN MAIORCA
Chief Financial Officer