

September 28, 2011

**WARNING RESOLUTION – CONSTANCE HEIMANN  
TEACHER, ASSIGNED TO LARA ACADEMY**

**TO THE CHICAGO BOARD OF EDUCATION**

**THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:**

That the Chicago Board of Education adopt a Warning Resolution for Constance Heimann and that a copy of the Board Report and Warning Resolution be served upon Constance Heimann.

**DESCRIPTION:**

Pursuant to the provisions of 105 ILCS 5/34-85, the applicable statute of the State of Illinois, the Rules of the Board of Education of the City of Chicago, and the Employee Discipline Policy (Board Report No. 04-0728-PO1), a Warning Resolution be adopted and issued to tenured teacher, Constance Heimann, to inform her that she has engaged in unsatisfactory conduct.

The conduct outlined in the Warning Resolution will result in the preferring of dismissal charges against Constance Heimann, pursuant to the Statute, if said conduct is not corrected immediately, and maintained thereafter in a satisfactory fashion following receipt of the Warning Resolution. Directives for improvement of this conduct are contained in the Warning Resolution.

**LSC REVIEW:**

LSC review is not applicable to this report.

**AFFIRMATIVE  
ACTION REVIEW:**

None.

**FINANCIAL:**

This action is of no cost to the Board.

**PERSONNEL  
IMPLICATIONS:**

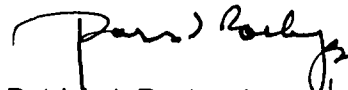
None.

Respectfully submitted,



Jean-Claude Brizard  
Chief Executive Officer

Approved as to legal form:



Patrick J. Rocks, Jr.  
General Counsel