

June 23, 2021

**RESOLUTION APPOINTING DR. JOSÉ M. TORRES AS
INTERIM SCHOOL SUPERINTENDENT/CHIEF EXECUTIVE OFFICER**

WHEREAS, on July 1, 2021, there will be a permanent vacancy in the position of Chicago Public Schools Chief Executive Officer/ School Superintendent (“CEO”);

WHEREAS, the Board of Education of the City of Chicago has begun a search for a candidate to become the permanent CEO but there will be a period of time in which the permanent School Superintendent position will remain vacant;

WHEREAS, the Board deems it necessary and desirable to fill the position of CEO on an interim and temporary basis until a permanent CEO is selected by the Board of Education;

WHEREAS, Dr. José M. Torres is a highly credentialed and distinguished educator with experience in large urban school districts that are facing challenges and opportunities similar to those faced by the Chicago Public Schools, which makes him a highly desirable candidate to become Interim CEO. Specifically,

- Dr. Torres is well-qualified based on his educational studies, scholarship and achievements including degrees from the University of Maryland (College Park, Maryland): Bachelor Degree in General Studies (1983), Master of Education (1985), and a Doctor of Philosophy in Education Policy, Planning and Administration (1999);
- Dr. Torres has extensive and relevant experience as an educational administrator, including in large school districts, namely: service as the School Superintendent of Elgin School District U-46; Area Instructional Officer for the Chicago Public Schools; President of the Illinois Math and Science Academy; and experience in school districts in San Jose, CA; Anne Arundel County MD; Rockville, MD; Washington, D.C.; and the U.S. Department of Defense Schools.
- Dr. Torres also served on the U.S. of Education’s Federal Equity and Excellence Commission (2011-2013).
- Dr. Torres’s work and scholarship have been honored with the following awards:
 - Dr. Effie H. Jones Humanitarian Award, American Association of School Administrators
 - Outstanding Doctoral Research Award, The Department of Education Policy and Leadership, University of Maryland

WHEREAS, on June 8, 2021, the Board offered Dr. Torres the position of Interim CEO subject to Board approval and Dr. Torres accepted the position on the following terms and conditions:

- Term of appointment: Dr. Torres appointment will begin July 1, 2021, and will continue indefinitely until terminated by either Dr. Torres or the Board of Education.
- Compensation: The Board shall pay Dr. Torres a compensation rate of \$335,000 annually, in biweekly installments in accordance with the Board’s payroll schedule, with a portion of his compensation to be paid through Dr. Torres’ defined contribution retirement accounts and the remainder in salary.
- Pension: The Board shall pay 7% of Dr. Torres’ 9% required employee pension contribution to Chicago Teachers Pension Fund (CTPF) for the duration of his assignment as Interim CEO.
- Vacation: The Board shall grant Dr. Torres a bank of 15 days of paid vacation on July 1, 2021, with additional vacation days to be accrued at a rate of 0.058 vacation days per day worked, with no maximum accrual.

- Other Paid Time Off: The Board shall provide Dr. Torres other paid time off in accordance with Board policies for full-time employees.
- Health and Dental Benefits: Dr. Torres shall be eligible for health and dental benefits in accordance with Board policies for full-time employees.
- Relocation: The Board shall provide to Dr. Torres a one-time payment to assist with his relocation to Chicago in the amount of \$5,000.
- Housing allowance: CPS will seek to provide Dr. Torres with subsidized temporary housing accommodations at limited expense for the duration of his assignment as Interim CEO. If such accommodations are not secured, the Board shall provide Dr. Torres up to \$3,000 per month, commencing on July 1, 2021 and payable on the first paycheck of each successive month during the term of this interim appointment.
- Other Benefits: Dr. Torres shall be eligible for all other benefits afforded to full-time employees in accordance with Board policies, including technology reasonably necessary for the performance of the duties of Interim CEO and reimbursement for eligible travel and work-related expenses incurred during the performance of the duties of Interim CEO, as the Board provides for its employees generally.

WHEREAS, the terms of the appointment were confirmed in writing by the Chief Talent Officer to Dr. Torres on June 10, 2021.

NOW THEREFORE, BE IT RESOLVED by the Board of Education of the City of Chicago:

1. Dr. José Torres is hereby appointed as Interim CEO effective on July 1, 2021, and
2. The terms and conditions of Dr. Torres' appointment as Interim CEO shall be as they were confirmed in writing by the Chief Talent Officer to Dr. Torres on June 10, 2021.