

October 27, 2021

**APPROVE SETTLEMENT OF ELONDA SMITH-NERIS  
LABOR ARBITRATION**

**THE GENERAL COUNSEL REPORTS THE FOLLOWING PROPOSED PAYMENT:**

**DESCRIPTION:** Grievant was laid off in June 2019. In July 2021, a settlement agreement was reached between the Board and Smith-Neris. The parties have reached a settlement agreement as follows: Pensionable back pay in the amount of \$95,000, less legally required deductions and agreement not to seek re-employment with the Board.

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

**AFFIRMATIVE ACTION STATUS:** Affirmative Action review is not applicable to this report.

**FINANCIAL:** Charge pensionable payment not to exceed \$95,000.00 as described above to.....12470-115

**AUTHORIZATION:** Authorize the General Counsel to execute the Approved Payment and all ancillary documents related thereto.

**GENERAL CONDITIONS:**

Inspector General – Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, 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 restricts 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 June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics – The Board’s Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time, shall be incorporated into 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,

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*Joseph T. Moriarty* DS  
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JOSEPH T. MORIARTY  
General Counsel