

September 24, 2014

APPROVE PAYMENT TO TEACHERS FOUND TO HAVE BEEN IMPROPERLY LAID OFF IN 2012 FROM MICHELE CLARK ACADEMIC PREP HIGH SCHOOL

THE GENERAL COUNSEL REPORTS THE FOLLOWING PROPOSED PAYMENT:

DESCRIPTION: The Chicago Teachers Union filed a total of eight (8) grievances contesting the layoff of seven (7) teachers from Michele Clark Academic Prep High School at the end of the 2011-2012 school year. After an arbitration hearing, Arbitrator Lawrence Cohen ordered the reinstatement of the teachers, the rescission of poor evaluation ratings, and that the grievants be made whole for all lost pay and benefits.

After negotiations between the parties, a review of employment histories, and interim earnings, the following is recommended to implement the arbitration award: (1) reinstatement of two tenured teachers back at Michele Clark Academic Prep High School; (2) back pay for those two tenured teachers not to exceed \$70,000 in pensionable wages; and (3) the rescission of poor evaluation ratings for all seven teachers.

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

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

FINANCIAL: Charge a pensionable payment not in excess of \$70,000.00 as described above to..... 12470-115-51130-119004-000000

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

GENERAL CONDITIONS:

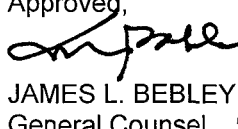
Inspector General – Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel 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,

JAMES L. BEBLEY
General Counsel 