

**AUTHORIZE RETENTION OF THE LAW FIRM  
HUBBARD & O'CONNOR**

**THE GENERAL COUNSEL REPORTS THE FOLLOWING DECISION:**

Retention of the law firm Hubbard & O'Conner.

**DESCRIPTION:** The General Counsel has retained the law firm Hubbard & O'Conner to conduct an investigation of complaints of employment discrimination reported by CPS employees. A potential conflict of interest precludes Law Department attorneys from investigating these matters (as these attorneys would represent the Board in any litigation brought by the complaining employees based upon the alleged discrimination). Authorization in the amount of \$15,000 is requested. As invoices are received, they will be reviewed by the General Counsel and, if satisfactory, processed for payment.

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

**AFFIRMATIVE ACTION STATUS:** The firm is a WBE.

**FINANCIAL:** Charge \$15,000.00 to Law Department - Legal and Supportive Services - Professional Services:  
Budget Classification Fiscal Year 2003.....0014-210-000-1011-5410

**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 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 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,

  
MARILYN F. JOHNSON  
General Counsel

Within Appropriation:

  
KENNETH C. GOTSCH  
Chief Fiscal Officer