

**RESOLUTION BY THE BOARD OF EDUCATION OF THE CITY OF CHICAGO
REGARDING THE REMOVAL AND REPLACEMENT OF THE PRINCIPAL OF EARLE ELEMENTARY
SCHOOL AND THE TERMINATION OF THE PRINCIPAL'S CONTRACT**

WHEREAS, the Illinois School Code grants the Board authority to establish guidelines to determine the factors for placing an attendance center on probation (105 ILCS 5/34-8.3(b)); and

WHEREAS, pursuant to such statutory authority, in April 2003, the Board adopted an accountability policy for all Chicago Public Schools, 03-0423-PO03 and then in February 2004 adopted a revised accountability policy for all Chicago Public Schools, 04-0225-PO3; and

WHEREAS, the Illinois School Code further provides that when a probation school fails to make adequate progress to correct deficiencies within one year, the Chief Executive Officer, with the approval of the Board and after an opportunity for a hearing, may remove and replace the probation school's principal (105 ILCS 5/34-8.3(d)); and

WHEREAS, pursuant to Section V of the Board's Uniform Principal's Performance Contract, a principal's contract may be terminated before the expiration of its four-year term based upon the principal's removal pursuant to Section 5/34-8.3(d); and

WHEREAS, a hearing was held on August 9, 2005, to consider whether the principal of Earle Elementary School, Ms. Barbara D. Nettles, should be removed due to the school's failure to make adequate progress in correcting its academic deficiencies; and

WHEREAS, an independent hearing officer has submitted a written report to the Chief Executive Officer summarizing all relevant evidence offered during the hearing, making findings of fact and recommending the removal of the Earle principal; and

WHEREAS, the Chief Executive Officer has reviewed the Hearing Officer's findings of fact and recommendation and has recommended that Ms. Barbara D. Nettles be removed and replaced as the principal of Earle Elementary School and that Ms. Nettles' four-year principal's contract be terminated; and

WHEREAS, Ms. Barbara D. Nettles did not contest her removal as principal of Earle Elementary School; and

WHEREAS, it is the opinion of the Board of Education of the City of Chicago that it is in the best interests of the Chicago Public Schools to remove and replace Ms. Barbara D. Nettles as principal of Earle and to terminate Ms. Nettles' principal's contract; and

NOW THEREFORE, be it resolved by the Board of Education of the City of Chicago, as follows:

Section 1: After considering the recommendation of the CEO, as well as the supporting findings of fact and recommendation of the hearing officer, and after a thorough review of the entire record of the principal removal hearing, that the Board of Education of the City of Chicago adopts the findings of the hearing officer and accepts the recommendation of the Chief Executive Officer.

Section 2: That Ms. Barbara D. Nettles be removed and replaced as principal of Earle Elementary School and her principal's contract be terminated effective August 31, 2005.

Section 3: This Resolution shall take full force and effect upon its adoption.

THEREFORE, this Resolution is hereby adopted/~~rejected~~ by the members of the Board of Education of the City of Chicago on September 28, 2005.