

May 27, 2009

**APPROVE PROPOSED SETTLEMENT AGREEMENT IN
UNITED STATES OF AMERICA v. BOARD OF EDUCATION OF THE CITY OF CHICAGO**

THE GENERAL COUNSEL REPORTS THE FOLLOWING PROPOSED SETTLEMENT:

To authorize the proposed settlement of United States of America v. Board of Education of the City of Chicago, Case No. 09 C 01092.

DESCRIPTION: Pursuant to the settlement agreement tentatively reached in Case No. 09 C 01092, United States of America v. Board of Education of the City of Chicago, in which U.S. Department of Justice claims the Chicago Public Schools violated Title VII of the Civil Rights Act of 1964, as amended. After extensive negotiation, the parties have reached a settlement, subject to Board approval. The General Counsel recommends approval of the settlement, which calls for: (1) the payment of forty five thousand dollars (\$45,000.00) to Traci Meziere, including all attorneys fees and costs; (2) preparation of a fact sheet to be distributed to all teachers, which describes CPS policies and practices relating to seniority date adjustments when leave is taken for pregnancy, maternity, childbirth, childrearing and adoption; and (3) mandatory training on the law of equal employment opportunity for all relevant human resources staff, all CPS principals and assistant principals.

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

AFFIRMATIVE ACTION STATUS: None.

FINANCIAL: Charge \$45,000.00 to Law Department - Litigated Tort Claims
Budget Classification Fiscal year 2009.....12470-210-54530-231112-000000-2009

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 member 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 June 23, 2004 (04-0623-PO4), 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,


PATRICK J. ROCKS
General Counsel 

Within Appropriation:

PEDRO MARTINEZ
Chief Financial Officer