

March 24, 2010

**APPROVE SETTLEMENT FOR TENURED TEACHER
LESLIE UMBLES' BACK PAY AND OTHER REMUNERATION**

THE GENERAL COUNSEL REPORTS THE FOLLOWING:

DESCRIPTION: The General Counsel and Leslie Umbles have tentatively agreed to a settlement resolving all back pay and related matters.

On January 22, 2009, Illinois State Board of Education Hearing Officer Lisa Salkovitz Kohn ordered that teacher Leslie Umbles be reinstated to her teaching position with full back pay and all attendant benefits. The Board reinstated Leslie Umbles to a teaching position in April 2009 and reimbursed her for all lost sick and vacation days.

After taking into consideration all amounts received in mitigation of her losses, the parties have reached a tentative agreement to pay the following amounts to Umbles:

- a) Back pay amount of \$138,142.54, less legally required deductions;
- b) Pension contribution of approximately \$9,670.00

This is a fair and just resolution to this case.

Total Amount: \$138,142.54, plus a pension contribution of approximately \$9,670.00

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

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

FINANCIAL: Charge \$138,142.54 plus an approximate pension contribution of \$9,670.00 to Law Department Budget Classification Fiscal Year 2010 ... 12470-115-54530-231122-000000

AUTHORIZATION: Authorize the General Counsel to execute the 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 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:



DIANA FERGUSON
Chief Financial Officer