

**RESOLUTION AMENDING ANY AND ALL LAYOFF POLICIES WITH RESPECT
TO ORDER OF LAYOFF TO COMPLY WITH ILLINOIS SCHOOL CODE**

WHEREAS, the Section 5/34-18(31) of the Illinois School Code, requires the Board of Education of the City of Chicago "to promulgate rules establishing procedures governing the layoff or reduction in force of employees and the recall of such employees, including but not limited to, criteria for such layoffs, reductions in force or recall rights of such employees and the weight to be given to any particular criterion. Such criteria shall take into account factors, including but not limited to, qualifications, certification, experience, performance ratings or evaluations, and any other factors relating to an employee's job performance."

NOW THEREFORE, be it resolved by the Board of Education of the City of Chicago that, to comply with 105 ILCS 5/34-18(31):

- (1) In determining the order of layoff for appointed teachers (tenured and probationary) the Chief Executive Officer or his designee shall take performance ratings or evaluations into account with respect to appointed teachers at each school or unit experiencing reductions by first laying off appointed teachers who either (a) are under remediation under 105 ILCS 5/24A-5 or Article 39 of the Chicago Teachers Union collective bargaining agreement or (b) any appointed teacher whose last performance rating was "unsatisfactory," "does not meet expectations" or an equivalent rating indicating deficient performance;
- (2) The Chief Executive Officer or designee shall continue to apply criteria for order of layoff of appointed teachers (tenured and probationary), if any, set forth in the Chicago Teachers Union collective bargaining agreement, only to the extent that it is consistent with this resolution;
- (3) The Chief Executive Officer or designee is directed to give notice to the Chicago Teachers Union of the Board's intent to apply this criteria resolution.