

**RESOLUTION DELEGATING THE AUTHORITY TO THE CHIEF EXECUTIVE OFFICER TO
HONORABLY TERMINATE/DISMISS TENURED AND PROBATIONARY APPOINTED TEACHERS
DISPLACED AS A RESULT OF COST SAVING MEASURES IMPLEMENTED TO ADDRESS
FINANCIAL EXIGENCIES FOR THE 2010-2011 AND 2011-2012 SCHOOL YEARS,
INCLUDING AS A RESULT OF INCREASES IN CLASS SIZE**

WHEREAS, the Board has concluded that it will be unable to balance its budget in the 2011 Fiscal Year at current class size levels and at current revenue levels unless:

- (1) labor organizations with which it has collective bargaining agreements (CBAs) agree to modifications of those CBAs that will eliminate or significantly reduce anticipated increases in labor costs (CBA modifications); and/or
- (2) the Board does not fund wage and salary increases provided in the CBAs; and/or
- (3) a combination of CBA modifications, wage modifications or freezes, and/or increases in class sizes eliminate or significantly reduce anticipated increases in labor costs;

WHEREAS, this financial exigency is created by increasing labor costs, anticipated losses in revenue from the State of Illinois and the United States government and current and anticipated nonpayment and late payment of grants by the State of Illinois;

WHEREAS, the Board anticipates that this financial exigency will continue at least through the end of the 2012 Fiscal Year;

WHEREAS, the Board anticipates that implementation of cost saving measures to address this financial exigency, including class size increases, will result in the displacement of appointed teachers, which include tenured teachers and probationary appointed teachers;

WHEREAS, the Board anticipates that teachers will also be displaced for reasons other than attendance center closings, program closures, drops in enrollment, changes in educational focus of a school or actions taken pursuant to 105 ILCS 5/34-8.3 or 105 ILCS 5/34-8.4;

NOW THEREFORE, BE IT RESOLVED THAT:

- (1) The Board hereby delegates to the Chief Executive Officer the authority to honorably terminate (lay off) tenured teachers who are displaced from their teacher positions because of the financial exigency and resulting cost saving measures, including increases in class size, or for reasons other than attendance center closings, program closures, drops in enrollment, or changes in educational focus of a school or Board actions under 105 ILCS 5/34-8.3 or 105 ILCS 5/34-8.4.
- (2) The Board hereby delegates to the Chief Executive Officer the authority to dismiss probationary appointed teachers who are displaced from their teacher positions because of the financial exigency and resulting cost saving measures, including increases in class size, or for reasons other than attendance center closings, program closures, drops in enrollment, or changes in educational focus of a school or Board actions under 105 ILCS 5/34-8.3 or 105 ILCS 5/34-8.4.

- (3) The CEO shall offer tenured teachers scheduled for honorable termination and probationary appointed teachers scheduled for dismissal pursuant to this delegation the opportunity to resign in order to preserve any rights they have to a payout of sick benefit days and provide them all legally required notices associated with an honorable separation of employment.
- (4) The CEO shall report to the Board the names of all tenured teachers who have been honorably terminated and all probationary appointed teachers who have been dismissed/laid off pursuant to this delegation no later than sixty (60) calendar days after notices of honorable termination/dismissal have been transmitted to affected tenured and probationary appointed teachers.