

**APPROVE SABBATICAL LEAVE AGREEMENT FOR
APPOINTED TEACHER, THADDEUS SHERMAN, ROBERTO CLEMENTE COMMUNITY ACADEMY HIGH
SCHOOL**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS THE FOLLOWING:

Approve sabbatical leave of absence for Thaddeus Sherman, appointed teacher, for the period of August 31, 2011 to August 31, 2012 and entry into a Sabbatical Leave agreement with Thaddeus Sherman in accordance with the Board of Education's Sabbatical Leave Policy (Board Report # 05-0824-PO7) and as more fully set forth below.

DESCRIPTION:

Thaddeus Sherman meets all of the eligibility requirements for a sabbatical leave and his sabbatical leave shall be subject to the following terms, which are consistent with the Board of Education's Sabbatical Leave Policy.

Eligibility. Thaddeus Sherman is eligible for a Sabbatical Leave because he 1) is an appointed teacher 2) has completed six (6) or more years of continuous satisfactory service as a teacher 3) he has not been granted a sabbatical leave under this Policy or its predecessor in the previous six (6) years and 4) his position is budgeted for period of the sabbatical leave and he is not otherwise subject to layoff or reassignment under the Reassigned Teachers Policy or other applicable Board policies.

Sabbatical Leave Plan Approval. The Chief Education Officer and the School Principal have approved Thaddeus Sherman's Sabbatical Leave plan to complete a his Master of Education degree in School Counseling at DePaul University . No change in the plan shall be made except in accordance with the Sabbatical Leave Policy.

Agreement for continued service at the conclusion of leave. As a condition of the leave, Thaddeus Sherman shall agree in writing that if he fails to return to service at the expiration of the sabbatical leave for a period of at least two (2) years after the expiration of the leave, he shall refund all sums of money paid to him by the Board of Education during his sabbatical leave.

Pay During Sabbatical Leave. Thaddeus Sherman shall be paid his basic salary, less a deduction of the cost to the Board for providing substitute service during the sabbatical leave. If Thaddeus Sherman engages in any activity for which he will receive salary or compensation from another employer during the sabbatical leave, the equivalent of that salary or compensation shall also be deducted from his basic salary. If any salary earned during the sabbatical leave activity is greater than or equal to Thaddeus Sherman's salary minus substitute pay, Thaddeus Sherman shall receive no pay during the leave. Thaddeus Sherman is obligated to report to the Department of Human Resources any compensation he receives from another employer during the period of the sabbatical leave.

Proof of Compliance with the Terms of the Sabbatical Leave. Thaddeus Sherman shall submit proof of compliance with the Sabbatical Leave plan in accordance with the requirements of the Sabbatical Leave Policy.

Form of Agreement. Upon approval of this Board Report by the Board of Education, Thaddeus Sherman's application for Sabbatical Leave dated April 4, 2011 and approved by the Chief Education Officer, the Sabbatical Leave Policy and this Board Report shall constitute the agreement between the Board of Education and Thaddeus Sherman. The Board enters into that agreement based upon the foregoing representations. If any of those representations are inaccurate, the Board may declare a breach of the agreement and seek repayment of any sums paid under the agreement or pursue another remedies provided in the Sabbatical Leave Policy. Upon approval of this Board Report, the Department of Human Resources shall transmit a copy of the approved Board Report and the Sabbatical Leave Policy to Thaddeus Sherman.

Revocation of the Sabbatical Leave. The sabbatical leave may be revoked in accordance with the Sabbatical Leave Policy.

LSC REVIEW:

Thaddeus Sherman is not an assistant principal or a contract principal; therefore LSC review or approval is not required.

AFFIRMATIVE ACTION STATUS:

Not applicable

FINANCIAL:

Thaddeus Sherman shall be paid his basic salary, less a deduction of the cost to the Board for providing substitute service during the sabbatical. If Thaddeus Sherman engages in any activity for which he will receive salary or compensation from another employer during the sabbatical leave, the equivalent of that salary or compensation shall also be deducted from his basic salary. If any salary earned during the sabbatical leave activity is greater than or equal to Thaddeus Sherman's salary minus substitute pay, Thaddeus Sherman shall receive no pay during the leave. Thaddeus Sherman is obligated to report to the Department of Human Resources any compensation he receives from another employer during the period of the sabbatical leave.

BUDGET CLASSIFICATION:

51091.115.51100.113083.000000

The agreement authorized by the Board Report is not legally binding on the Board if entered into in violation of the provisions of 105 1LCS5/34-21.3 which restricts the employment of, or the letting of contracts to former Board Members during the one year period following expiration or other termination of their terms of office.

This agreement authorized by this Board Report is subject to 105 1LCS 5/34-13.1, which authorizes the Inspector General of the Board of Education of the City of Chicago to conduct certain investigations and provides that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.

Approved for Consideration:



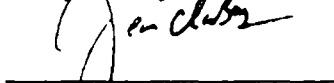
Noemi Donoso
Chief Education Officer

Within Appropriation:



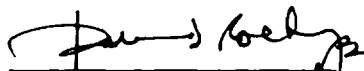
Melanie A. Shaker
Interim Chief Financial Officer

Respectfully submitted:



Jean-Claude Brizard
Chief Executive Officer

Approved as to Legal Form:



Patrick Rocks
General Counsel

