

June 27, 2012

**APPROVE SETTLEMENT OF JOSEPH WASHINGTON ET AL.
GRIEVANCE NUMBERS: 4823/11-08-007 AND 4831/11-08-148**

THE GENERAL COUNSEL REPORTS THE FOLLOWING PROPOSED SETTLEMENT:

DESCRIPTION: The Chicago Teachers Union and Chicago Board of Education, Joseph Washington, Barbara McCoy, Annette Elmore, Charles Lucky and Ronald Daniels, Grievance Numbers 4823/11-08-007 and 4483/11-08-148 have reached an agreement to resolve all disputed issues in grievances 4823/11-08-007 and 4831/11-08-148, subject to Board approval. In exchange for the retroactive placement in the reassigned teacher pool and back pay, the Chicago Teachers Union and each individual grievant will release all claims concerning their honorable terminations. The settlement will require pre-set-off payments of up to one year of retroactive pay and pension pick-up per teacher in amounts not to exceed \$94,877.48 to/for Joseph Washington, \$107,829.03 to/for Barbara McCoy, \$91,133.55 to/for Annette Elmore, \$104,621.13 to/for Charles Lucky, \$104,621.13 to/for Ronald Daniels, respectively. This Board report authorizes the General Counsel to include other terms and conditions as agreed to by the parties in the Settlement Agreement. Each party will bear their own attorneys' fees and costs.

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

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

FINANCIAL: Charge an amount not to exceed \$398,471.20 in back pay and pension pick-up to 12470-115-51130-119004-000000 (Bucket # 100079).

AUTHORIZATION: Authorize the General Counsel to execute the Settlement Agreement 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 May 25, 2011 (11-0525-PO2), 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:


DAVID WATKINS
Chief Financial Officer