

July 24, 2013

APPROVE IMPLEMENTATION OF ARBITRATION AWARD IN CHICAGO TEACHERS UNION GRIEVANCE (NUMBER 4701/11-06-128), BROUGHT ON BEHALF OF LAURA GALLO, TEACHER, FORMERLY ASSIGNED TO EDISON PARK ELEMENTARY SCHOOL

THE GENERAL COUNSEL REPORTS THE FOLLOWING PROPOSED SETTLEMENT:

DESCRIPTION: In June 2011, the Chicago Teachers Union ("CTU") filed Grievance No. 4701/11-06-128 on behalf of Laura Gallo ("Gallo"), a teacher formerly assigned to Edison Park Elementary School. An arbitrator ruled that Gallo's non-renewal violated her rights under Article 23-1.2 of the Collective Bargaining Agreement between the Board and the CTU. The arbitrator ordered the Board to reinstate Gallo to a full-time tenured teacher position at Edison Park and to make Gallo whole for all losses she suffered as a result of the Board's contract violation. The General Counsel recommends the Board approve the implementation of the arbitration award in an amount not to exceed One Hundred Forty Thousand and 00/100 Dollars (\$140,000.00), minus any and all interim earnings.

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

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

FINANCIAL: Charge \$140,000.00, as described above, to Law Department
Budget Classification Fiscal Year 2014.....12670-115-54530-231122-000000

AUTHORIZATION: Authorize the General Counsel to implement the Arbitration Award.

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,



JAMES L. BEBLEY
General Counsel