

October 28, 2015

**APPROVE SETTLEMENT OF AMOUR ANDREWS ET AL.,
FAILURE-TO-REMEDiate ARBITRATION CASES**

THE GENERAL COUNSEL REPORTS THE FOLLOWING PROPOSED PAYMENT:

DESCRIPTION: The Chicago Teachers Union filed seven grievances (6603/13-08-351, 6225/12-10-101, 5988/12-09-14, 5764/12-07-004, 6849/13-08-046, 5899/12-06-307 and 6635/13-09-037) alleging that seven teachers were improperly laid off in 2013 from various schools after failing to be offered remediation following unsatisfactory ratings in 2012. The parties have tentatively agreed to payments in an aggregate amount not to exceed \$240,000 to resolve these grievances.

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

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

FINANCIAL: Charge pensionable payments not to exceed \$240,000 as described above to..... 12470-115-51130-119004-000000

AUTHORIZATION: Authorize the Acting 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 members 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,


CHERYL J. COLSTON
Acting General Counsel