

September 26, 2018

**APPROVE SETTLEMENT OF LORI NEREN CASES
CASE NO. 1-17-2315 (1ST Dist. Appellate Court, Illinois) and 1:17-cv-08663 (N.D. Ill.)**

THE GENERAL COUNSEL REPORTS THE FOLLOWING PROPOSED PAYMENT:

DESCRIPTION: The Board discharged Lori Neren as a tenured teacher on August 30, 2017. Neren appealed her discharge to the Illinois Appellate Court. In 2017, Neren also filed a federal lawsuit in connection with her dismissal, alleging violations of the Americans with Disability Act and Title VII. The General Counsel asks the Board to approve a settlement agreement, which requires Neren to dismiss with prejudice her Illinois appeal and her federal suit in consideration for the Board's (1) payment of \$133,028.00 in back pay from the date Neren was discharged until September 1, 2018, (2) Neren's reinstatement to a special education teacher position at Daniel Boone Elementary School at Step 13, effective September 1, 2018, with full seniority and benefits; and (3) contribution to Neren's pension at the rate of 75% of the expected contributions the Board would have made if Neren were not discharged.

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

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

FINANCIAL: Charge \$133,028.00 to Law Department
Budget Classification Fiscal Year 2019.....12470-115

AUTHORIZATION: Authorize the General Counsel to execute the Approved Payment and all ancillary documents related thereto.

GENERAL CONDITIONS:

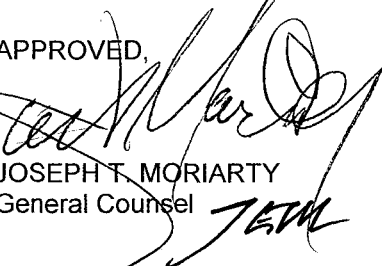
Inspector General – Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel 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,

JOSEPH T. MORIARTY
General Counsel *JTM*