

February 22, 2023

APPROVE SETTLEMENT OF SARA MILLS TENURED TEACHER DISMISSAL CASE

THE GENERAL COUNSEL REPORTS THE FOLLOWING PROPOSED PAYMENT:

DESCRIPTION: In December of 2019, the District filed dismissal charges against teacher Sara Mills. In October of 2021, an Illinois State Board of Education hearing officer issued a recommendation that the District reinstate Mills with back pay. In January of 2023, the Board and Mills reached settlement under the following terms: (1) Pay Mills pensionable back pay in the amount of \$177,000, less legally-required deductions; (2) Pay the entire 9% pension contribution for Mills' leave of absence from January 11, 2020 through the date of her resignation; and (3) Mills would resign from the Board with a Do Not Hire designation.

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 back pay payment for SY 2023 of \$177,000.00.....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 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,

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Joseph T. Moriarty DS
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JOSEPH T. MORIARTY
General Counsel