

## **RESOLUTION**

### **HONORABLE DISMISSAL OF TEACHERS**

**WHEREAS**, the teachers listed in this Resolution are employed by the Board of Education of Millburn School District No. 24 during the 2014-2015 school year; and

**WHEREAS**, the Board has determined to decrease the number of teachers employed at the Elementary School, and discontinue one of the School Social Work positions in in the School District; and

**WHEREAS**, each teacher has been categorized into one or more positions that the teacher is qualified to hold, based upon legal qualifications and any other qualifications established in the District's job description for such positions; and

**WHEREAS**, within each position and subject to agreements made by the District's Joint Committee on honorable dismissals, the District has assigned each teacher to one of four groupings based on performance evaluation ratings; and

**WHEREAS**, the Board must first dismiss those teachers in Group 1 before dismissing any teacher in Group 2 who is qualified to hold a position currently held by a teacher in Group 1, and these Group 1 teachers are not entitled to recall rights; and

**WHEREAS**, the Board must first dismiss those teachers in Group 2 before dismissing any teacher in Group 3 who is qualified to hold a position currently held by a teacher in Group 2, and these Group 2 teachers are entitled to limited recall rights only in certain circumstances; and

**WHEREAS**, the Board must first dismiss those teachers in Group 3 before dismissing any teacher in Group 4 who is qualified to hold a position currently held by a teacher in Group 3, and teachers in Groups 3 and 4 are entitled to recall rights; and

**WHEREAS**, as between or among teachers in Group 1 qualified to hold a position, the sequence of dismissal is at the Board's discretion; and

**WHEREAS**, as between or among teachers in Group 2 qualified to hold a position, the teacher or teachers with the lowest average performance evaluation rating must be dismissed first; and

**WHEREAS**, as between or among teachers in Group 2 with the same average performance evaluation rating and within each of Groups 3 and 4, the teacher or teachers with the shorter length of continuing service with the District must be dismissed first unless an alternative method of determining the sequence of dismissal is established in a collective bargaining agreement or contract between the Board and a professional faculty members' organization; and

**WHEREAS**, whenever the number of honorable dismissal notices based upon economic necessity exceeds five (5) or one hundred fifty percent (150%) of the average number of teachers honorably dismissed in the preceding three (3) years, whichever is greater, the Board is required to hold a public hearing on the question of dismissals; and

**WHEREAS**, a public hearing on the question of the dismissals is not required; and

**WHEREAS**, the Board has concluded that the teacher(s) named in this resolution will be honorably dismissed at the end of the 2014-2015 school year, pursuant to Section 24-12 of the *School Code* (105 ILCS 5/24-12).

**NOW, THEREFORE**, Be It Resolved by the Board of Education of Millburn School District No. 24, Lake County, Illinois, that:

**Section 1:** The following teacher shall be honorably dismissed at the end of the 2014-2015 school year because of the decision of the Board to decrease the number of teachers employed:

**Jamie Gluskin**

**Section 2:** The following teacher shall be honorably dismissed at the end of the 2014-2015 school year because of the decision of the Board to discontinue one social work position:

**Diron Buglio**

**Section 3:** The President and Secretary of the Board are authorized and directed to give the teachers a written Notice of Honorable Dismissal, together with the reason therefore, by first class mail at least forty-five (45) days before the end of the school year. A copy of this Notice is attached as Exhibit A and incorporated by reference.

**Section 4:** The Superintendent or designee shall also deliver a copy of the Notice to the teachers personally with a signature receipt. A copy of the receipt is attached as Exhibit B and incorporated by reference.

**Section 5:** This Resolution is in full force and effect upon its passage.

**ADOPTED** this 16<sup>th</sup> day of March, 2015, by the following vote:

AYES:

NAYS:

ABSENT:

ATTEST

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Board President

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Board Secretary

**EXHIBIT A**

March 17, 2015

**Via First Class Mail and Personal Delivery**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**RE: NOTICE OF HONORABLE DISMISSAL**

Dear \_\_\_\_\_:

At its meeting held on \_\_\_\_\_, 2015, the Board of Education of Millburn School District No. 24, Lake County, Illinois, pursuant to Section 24-12 of the *School Code*, resolved to honorably dismiss you effective at the end of the 2014-2015 school year. The reason for your dismissal is the decision by the Board to *decrease the number of teachers employed* [or] *discontinue some particular type of teaching service(s)* in the School District. Your last day of employment in the District, subject to the use of snow or emergency days, will be \_\_\_\_\_, 2015.

Sincerely,

Board of Education  
Millburn School District No. 24  
Lake County, Illinois

ATTEST

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Board Secretary

**EXHIBIT B**

**RECEIPT CONFIRMATION**

I, \_\_\_\_\_, received the attached Notice of Honorable Dismissal by personal  
(name of employee)  
delivery from \_\_\_\_\_, \_\_\_\_\_, of  
(name of person delivering notice) (title)  
Millburn School District No. 24, on \_\_\_\_\_, 2015.  
(date notice was given)

\_\_\_\_\_  
(signature of employee)