

RESOLUTION

HONORABLE DISMISSAL OF TEACHERS
ON CONTRACTUAL CONTINUED SERVICE

WHEREAS, the Board of Education has decided to decrease the number of teachers employed in the School District; and

WHEREAS, the Board has first removed or dismissed all teachers who have not entered upon contractual continued service before removing or dismissing any teacher named herein who is legally qualified to hold a position currently held by a teacher who has not entered upon contractual continued service; and

WHEREAS, as between teachers who have entered upon contractual continued service, the teacher or teachers with the shorter length of continuing service with the School District shall 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 any exclusive bargaining representative; and

WHEREAS, an alternative method of determining the sequence of dismissal is not established in an applicable collective bargaining agreement or contract; 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 teachers on contractual continued service named herein shall be honorably dismissed at the end of the 2010-2011 school term, 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 Community Consolidated School District No. 24, Lake County, Illinois, that:

Section 1: The following named tenured teachers shall be honorably dismissed at the end of the 2010-2011 school term because of the decision of the Board to decrease the number of teachers employed:

Heidi Anderson
Keiko Johnson
Ann Souza

Section 2: The President and Secretary of the Board are authorized and directed to give the

teachers a written Notice and Statement of Honorable Dismissal, together with the reasons therefore, by first class mail and certified mail, return receipt requested, at least sixty (60) days before the end of the school term. A copy of said Notice is attached as Exhibit A and incorporated by reference.

Section 3: The Superintendent or designee shall also personally deliver a copy of said Notice to the teachers with a signature receipt. A copy of said receipt is attached as Exhibit B and incorporated by reference.

Section 4: This Resolution shall be in full force and effect upon its passage.

ADOPTED this 8th day of March, 2011, by the following vote:

AYES:

NAYS:

ABSENT:

President, Board of Education

ATTEST:

Secretary, Board of Education

_____, 2011

**Via First Class Mail and Certified Mail,
Return Receipt Requested**

RE: NOTICE AND STATEMENT OF HONORABLE DISMISSAL

Dear _____:

At its meeting held on March 8, 2011, the Board of Education of Millburn Community Consolidated 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 2010-2011 school term. The reason for your dismissal is the decision by the Board to decrease the number of teachers employed in the School District. Your last day of employment in the District, subject to the use of snow or emergency days, shall be June 7, 2011.

If the Board has any vacancies for a teaching position for the 2011-2012 school term or within one calendar year from the beginning of the 2011-2012 school term, you will be tendered any position becoming available for which you are legally qualified.

Sincerely,

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

By: _____
President

ATTEST:

Secretary

EXHIBIT A

RECEIPT CONFIRMATION

I, _____, received the attached Notice and Statement of Honorable
(name of employee)

Dismissal by personal delivery from _____, _____
(name of person delivering notice) (title)

of Millburn Community Consolidated School District No. 24, on _____, 2011.
(date notice was given)

(signature of employee)