

RESOLUTION

HONORABLE DISMISSAL OF TEACHER

WHEREAS, the teacher(s) listed in this Resolution is employed by the Board of Education of __Millburn School District No. __24__ during the 2016-2017 school year; and

WHEREAS, the Board has determined to decrease the number of teachers employed 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 named in this resolution will be honorably dismissed at the end of the 2016-2017 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(s) shall be honorably dismissed at the end of the 2016-2017 school year because of the decision of the Board to decrease the number of teachers employed:

JACQUELINE PACZOSA

Section 2: The President and Secretary of the Board are authorized and directed to give the teacher a written Notice of Honorable Dismissal, together with the reason therefore, attached as Exhibit A1 and incorporated by reference, by first class mail at least forty-five (45) days before the end of the school year.

Section 3: The Superintendent or designee shall also deliver a copy of the Notice to the teacher personally with a signature receipt.

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

ADOPTED this 20th day of March, 2017, by the following vote:

AYES:

NAYS:

ABSENT:

ATTEST

Board President

Board Secretary