

**DEPARTMENT OF HUMAN RESOURCES
Wilmette Public Schools**

ACTION ITEM

Date: March 19, 2018

To: Raymond E. Lechner, PhD, Superintendent

From: Heather Glowacki, EdD, Administrator for Human Resources

Subject: Resolution Authorizing the Honorable Dismissal of Teachers

PROPOSED ACTION BY THE BOARD OF EDUCATION

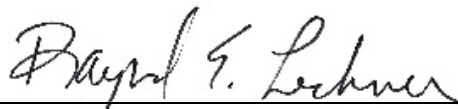
Motion to approve the attached resolution authorizing the honorable dismissal of teachers.

BACKGROUND

Illinois School Code requires that probationary (non-tenured) teachers be notified 45 calendar days before the end of the school year if they are to be honorably dismissed for the following school year. If the Board of Education fails to notify, the teacher is deemed reemployed. Teachers are honorably dismissed when there is an anticipated decrease in number of sections needed or particular type of teaching service. They may also be honorably dismissed without recall rights due to their status as a part-time, temporary or maternity leave employee (Group 1).

HG/bb

Recommended for approval by the Board of Education



**Raymond E. Lechner, Ph.D.
Superintendent of Schools**

RESOLUTION

HONORABLE DISMISSAL OF TEACHERS

WHEREAS, the teachers listed in this Resolution are employed by the Board of Education of Wilmette Public Schools District No. 39 during the 2017-2018 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 teachers named in this resolution will be honorably dismissed at the end of the 2017-2018 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 Wilmette Public Schools District No. 39, Cook County, Illinois, that:

Section 1: The following teachers shall be honorably dismissed at the end of the 2017-2018 school year because of the decision of the Board to decrease the number of teachers employed:

NAME	POSITION	SCHOOL
Connie Clark	Intro to Computational Thinking	Highcrest
Amanda Kelly	Learning Behavior Specialist	Highcrest
Lauren Levinson	Kindergarten	Harper
Aida Matezic	English Learners	Romona
Vanessa Montoya	Science	WJHS
Kelsey Person	Social Science	WJHS
Hillary Rosenthal	Speech/Language	Central
Shanshan Zhang	Foreign Language-Mandarin	Highcrest

Section 2: 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, 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 teachers personally with a signature receipt. A copy of the receipt is attached as Exhibit B and incorporated by reference.

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

ADOPTED this 19th day of March, 2018, by the following vote:

AYES:

NAYS:

ABSENT:

ATTEST

Board President

Board Secretary

EXHIBIT A1

_____, 2018

**Via First Class Mail and
[Certified Mail, AND Personal Delivery]**

RE: NOTICE OF HONORABLE DISMISSAL

Dear _____:

At its meeting held on _____, 2018, the Board of Education of Wilmette Public Schools District No. 39, Cook County, Illinois, pursuant to Section 24-12 of the *School Code*, resolved to honorably dismiss you effective at the end of the 2017-2018 school year. 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, will be _____, 2018.

Sincerely,

Board of Education
Wilmette Public Schools District No. 39
Cook 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)

Wilmette Public Schools District No. 39, on _____, 2018.
(date notice was given)

(signature of employee)