

**RESOLUTION AUTHORIZING NOTICE OF DISMISSAL AND NON-RENEWAL
OF FIRST, SECOND AND/OR THIRD YEAR PROBATIONARY TEACHERS**

WHEREAS, the teacher hereinafter set forth is employed for the 2025-2026 school term as a full-time first year probationary teacher; and

WHEREAS, the Board of Education of Harlem Consolidated School District No. 122, Winnebago County, Illinois, has heard the administration's report concerning said teacher, and has determined that said teacher shall be dismissed as of the end of the 2025-2026 school term and not re-employed for the 2026-2027 school term, pursuant to Section 24-11 of the *School Code*, (105 ILCS 5/24-11), as amended.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Harlem Consolidated School District No. 122, Winnebago County, Illinois, as follows:

Section 1: The foregoing recitals are incorporated into and made a part of this Resolution.

Section 2: The following full-time first year probationary teacher shall not be re-employed as a teacher in this school district for the 2026-2027 school term, and the present employment of said teacher shall terminate at the end of the 2025-2026 school term:

Section 3: The President and Secretary of the Board of Education are hereby authorized and directed to send said teacher a written notice of dismissal and non-renewal substantially in the form attached hereto as Exhibit 1 and incorporated herein by this reference, by hand delivery by the Superintendent or the Superintendent's designee, at least forty-five (45) days before the end of the 2025-2026 school term.

Section 4: The Superintendent, or designee, shall also deliver a copy of said notice to said teacher by certified mail, return receipt requested, at least forty-five (45) days before the end of the 2025-2026 school term.

Section 5: This Resolution shall be in full force and effect immediately upon its adoption. All prior resolutions, or portions thereof, which are inconsistent or in conflict with the terms of this Resolution are hereby repealed.

Member _____ moved the adoption of the Resolution, and Member _____ seconded the motion. Upon a roll call vote being taken, the members voted as follows:

AYES: _____

NAYS: _____

ABSENT/ABSTAIN: _____

The President declared the motion carried and the Resolution duly adopted.

Date: April 8, 2026

PRESIDENT, BOARD OF EDUCATION

ATTEST:

SECRETARY, BOARD OF EDUCATION

NOTICE OF DISMISSAL AND NON-RENEWAL

April 8, 2026

**HAND DELIVERY OR CERTIFIED MAIL,
RETURN RECEIPT REQUESTED**

(Name)
(Address)

Dear (Name),

We regret to advise you that the Board of Education of Harlem Consolidated School District No. 122, Winnebago County, Illinois, pursuant to Section 24-11 of the *School Code*, has determined that you are to be dismissed effective as of the end of the 2025-2026 school term and not re-employed for the 2026-2027 school term. Your employment as a certificated employee in Harlem Consolidated School District No. 122, Winnebago County, Illinois, shall terminate at the end of the 2025-2026 school term.

This notice of dismissal and non-renewal is being sent to you pursuant to a Resolution of the Board of Education of Harlem Consolidated School District No. 122, Winnebago County, Illinois, duly adopted at a meeting held on April 8, 2026.

Very truly yours,

BOARD OF EDUCATION of HARLEM
CONSOLIDATED SCHOOL DISTRICT NO.
122, WINNEBAGO COUNTY, ILLINOIS

By: _____
President, Board of Education

ATTEST:

Secretary, Board of Education

EXHIBIT 1

CERTIFICATE

I, _____, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Education of Harlem Consolidated School District No. 122, Winnebago County, Illinois, and as that official, I am the keeper of the records and files of the Board of Education of the School District.

I do further certify that the foregoing Resolution Authorizing Notice and Dismissal of First, Second, or Third Year Probationary Teachers is a true, correct, and complete copy of that Resolution as adopted by the Board of Education of the School District at a meeting held on the 8th day of April, 2026.

I do further certify that the deliberations of the members of the Board of Education on the adoption of the Resolution were taken openly; that the vote on the adoption of the Resolution was taken openly; that the meeting was held at a specified time and place convenient to the public; that notice of the meeting was duly given to all newspapers, radio or television stations, and other news media requesting notice; and that the meeting was called and held in strict compliance with the provisions of the *Open Meetings Act*, 5 ILCS 120/1, *et seq.*, and the applicable provisions of the *School Code* of the State of Illinois and the Board of Education has complied with all of the applicable provisions of that *Act* and *Code* and with all of the procedural rules of the Board of Education.

IN WITNESS WHEREOF, I hereunto affix my official signature, this 8th day of April, 2026.

Secretary, Board of Education