

**FOR ACTION:**

**MARCH 22, 2011**

**2.2.2**

**SUBJECT: NOTICE OF NON-RENEWAL FOR EDUCATIONAL SUPPORT PERSONNEL (RIF)**

**MOTION:** That the Board of Education, School District 97, approve and adopt resolution "A" authorizing notice of termination of employment at the end of the school year and non-renewal of employment in the 2011-2012 school year to the educational support employees listed on the following page.

Background

The Illinois School Code permits school districts to notify education support staff that their employment will not be extended into the next school year, if there is uncertainty about the continued need for their services. The notice of dismissal must be issued at least thirty (30) days before the end of service and will become effective on the last day of school.

“A”

RESOLUTION FOR HONORABLE DISMISSAL

(Educational Support Personnel – Reduction in Force)

WHEREAS, the Board of Education of Oak Park Elementary School District No. 97, Cook County, Illinois, has made a decision to decrease the number of educational support personnel employees employed thereby and/or to discontinue some particular type of educational support services, pursuant to Section 10-23.5 of The School code of Illinois (105 ILCS 5/10-23.5); and

WHEREAS, the hereinafter named employees are educational support personnel employees in School District No. 97; and

WHEREAS, the Board must first dismiss all educational support personnel employees with the shorter length of continuing service with the School District within the respective category of position, or, in the sequence established in the collective bargaining agreement between the Board and any exclusive bargaining agent; and

WHEREAS, the Board has determined that the hereinafter named educational support personnel employees shall be honorably dismissed within the designated category of position effective as of the end of the 2010-2011 school term.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Oak Park Elementary School District No. 97, Cook County, Illinois, as follows:

Section 1: That the following educational support personnel employees are hereby honorably dismissed within the designated category of position effective as of the end of the 2010-2011 school term and not re-employed for the 2011-2012 school term by reason of the decision of the Board of Education to decrease the number of educational support personnel employees employed thereby:

| <u>Name</u>        | <u>Category of Position</u> |
|--------------------|-----------------------------|
| Karri Spillane     | Teacher Assistant           |
| Elizabeth Seegers  | Teacher Assistant           |
| Dana Schaffrath    | Teacher Assistant           |
| Allison Cichosz    | Teacher Assistant           |
| Laura Dennis       | Teacher Assistant           |
| Samantha Parrish   | Teacher Assistant           |
| Nicole Sawczuk     | Teacher Assistant           |
| Nenita Egeberg     | Teacher Assistant           |
| Jacqueline Vitale  | Teacher Assistant           |
| Sonjee Roberson    | Teacher Assistant           |
| Shane Gordon       | Teacher Assistant           |
| Anne Wakely        | Teacher Assistant           |
| Lisa Allen         | Teacher Assistant           |
| Lindsey Kiska      | Teacher Assistant           |
| Katherine Trankina | Teacher Assistant           |

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**2.2.2 (Cont.)**

**“A”**

**RESOLUTION FOR HONORABLE DISMISSAL**

| <u>Name</u>       | <u>Category of Position</u> |
|-------------------|-----------------------------|
| Deborah Cooper    | Teacher Assistant           |
| Lenora Pohlman    | Teacher Assistant           |
| Barbara Stanton   | Teacher Assistant           |
| Deborah Robinson  | Teacher Assistant           |
| Michael Sorenson  | Teacher Assistant           |
| Abby Reish        | Teacher Assistant           |
| Taylor Newman     | Teacher Assistant           |
| Jennifer Jaros    | Teacher Assistant           |
| Joy Hudson        | Teacher Assistant           |
| Kathleen Hepburn  | Teacher Assistant           |
| Barbara Gondela   | Teacher Assistant           |
| Marc Bishop       | Teacher Assistant           |
| Arselia Aguirre   | School Receptionist         |
| Lee Ann Roskopf   | School Receptionist         |
| Lori Krikau       | School Secretary            |
| Etta Johnson      | School Secretary            |
| Joanne Lowry      | School Secretary            |
| Debra Taylor      | School Secretary            |
| Suzanne Vercnocke | School Secretary            |
| Rosa Ordaz        | School Secretary            |
| Brandy Moseley    | Full Year Secretary         |
| Tulicia Edwards   | Full Year Secretary         |
| Daphanee Lewis    | Full Year Secretary         |
| Tina Reynolds     | BRAVO Director              |

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**2.2.2 (Cont.)**

Section 2: That the Board of Education of School District No. 97 hereby authorizes and directs the Superintendent to give such educational support personnel employees the written Notice and Statement of Honorable Dismissal, in the form attached hereto as Exhibit 1 and incorporated herein by this reference, by certified mail, return receipt requested, at least thirty (30) days before the employee is removed or dismissed.

Section 3: That the Superintendent, or designee, shall also personally deliver a copy of said notice to each employee honorably dismissed pursuant to this Resolution.

Section 4: That this Resolution shall be in full force and effect forthwith upon its adoption.

Member \_\_\_\_\_ moved the adoption of the Resolution and Member \_\_\_\_\_ seconded it. Upon roll call vote, the members voted as follows:

AYES: \_\_\_\_\_

NAYS: \_\_\_\_\_

ABSENT: \_\_\_\_\_

ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_ 2011.

\_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary, Board of Education

**FOR ACTION:**

**MARCH 22, 2011**

**2.2.2 (Cont.)**

**EXHIBIT 1**

March 22, 2011

To:

Dear \_\_\_\_\_;

We regret to advise you that the Board of Education of Oak Park Elementary School District No. 97, Cook County, Illinois, pursuant to Section 1023.5 of The School Code of Illinois, has determined that you are to be honorably dismissed effective as of the end of the 2010-2011 school term and not re-employed for the 2011-2012 school term. The reason for your dismissal is the decision of the Board of Education to decrease the number of educational support personnel employed by the School District, accordingly, your employment in and services to the School District shall terminate at the end of the day on June \_\_, 2011.

Sincerely;

Board of Education  
Oak Park Elementary School District 97  
Cook County, Illinois

By: \_\_\_\_\_  
President, Board of Education

ATTEST:

\_\_\_\_\_  
Secretary, Board of Education

CERTIFIED MAIL  
RETURN RECEIPT REQUESTED  
HAND DELIVERED