



GENEVA COMMUNITY UNIT SCHOOL DISTRICT 304
FROM THE OFFICE OF HUMAN RESOURCES

TO: Dr. Kent Mutchler

FROM: Dr. Adam Law

RE: Non-Renewal of Educational Support Service Personnel

DATE: April 7, 2016

It is our practice at this time of year to dismiss a certain number of Educational Support Service Personnel because we are not sure at this point in time whether or not there will be sufficient need next fall to employ these individuals.

In the event that certain Educational Support Service positions are not required in the next school year, the Board extends a notice of dismissal at this time in the school year to decrease the number of educational support personnel employed by the Board. Taking such action at this time in the school year protects the school district from employing individuals whose position may not be available due to budget reduction, enrollment uncertainty, program elimination, or position reconfiguration.

I recommend that the Board adopt the attached resolution authorizing the dismissal of those Educational Support Service Personnel enumerated on the attached Exhibit 1.

Should you or any Board member have any questions about the dismissal process, please contact me.

**RESOLUTION FOR DISMISSAL OF
EDUCATIONAL SUPPORT PERSONNEL**

WHEREAS, this Board of Education has determined that the educational support personnel hereinafter set forth shall be honorably dismissed on May 26, 2016 as a result of the decision of this Board of Education to decrease the number of educational support personnel employees employed by the Board; and

WHEREAS, pursuant to Section 10-23.5 of the *Illinois School Code* (105 ILCS 5/10-23.5) the Board is required to give these educational support employees written notice of honorable dismissal, stating the specific reasons therefor, not less than thirty (30) days prior to the employee's dismissal date.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of Geneva Community Unit School District 304, as follows:

Section 1. That the following educational support personnel within the designated category of position are hereby honorably dismissed from employment in Geneva Community Unit School District No. 304, effective May 26, 2016 and will not be re-employed for the 2016-2017 school term by reason of the decision of this Board of Education to decrease the number of educational support personnel employed by the Board:

Last Name	First Name	Bldg	Position
Dinges	Vicki	WAS	Classroom Assistant
Sauerbier	Lori	WAS	Classroom Assistant
Ward	Faith	WAS	Classroom Assistant
Neswold	Sharon	MCS	Kindergarten Assistant
Van Den Akker	Nancy	WES	Kindergarten Assistant
Weber	Gretchen	HES	Kindergarten Assistant
Wynn	Erin	HSS	Kindergarten Assistant
Brennan	Cheryl	HSS	Special Ed Assistant
Delabar	Barbara	FS	Special Ed Assistant
Gillenwater	Kelley	FS	Special Ed Assistant
Hepburn	Amy	FS	Special Ed Assistant
Koester	Clover	FS	Special Ed Assistant
Latham	Kristine	HES	Special Ed Assistant
Maranville	Chrystal	MCS	Special Ed Assistant
Mertes	Anne-Marie	HES	Special Ed Assistant
Morgan	Janice	WAS	Special Ed Assistant
Pannier	Lesley	FES	Special Ed Assistant
Patterson	Thalia	FS	Special Ed Assistant
Youman	Amy	WES	Special Ed Assistant

Section 2. The President and Secretary of this Board of Education are hereby authorized and directed to give these educational support employees written notice of this Board's decision to honorably dismiss them and not re-employ them for the 2016-2017 school term.

The notices shall be sent by certified mail, return receipt requested, at least thirty (30) days prior to the employees' respective dismissal dates and further, the notice and statement of honorable dismissal shall be substantially in the form of Exhibit 1 attached hereto.

Section 3. The Superintendent or designee will also personally deliver a copy of the Notice to the educational support personnel and may deliver the notice via email as well.

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

Member _____ moved adoption of the foregoing Resolution and Member _____ seconded it.

ADOPTED this 11th day of April 2016, by the following vote:

AYES: _____

NAYS: _____

ABSENT: _____

BOARD OF EDUCATION OF GENEVA COMMUNITY UNIT SCHOOL DISTRICT 304

President, Board of Education

ATTEST:

Secretary, Board of Education

Geneva Community Unit School
District Number 304
227 N. Fourth Street
Geneva, Illinois 60134
630/463-3000



BOARD OF EDUCATION
Mark Grosso, President
Kelly Nowak, Vice President
Leslie Juby
David Lamb
Michael McCormick
Mary Stith
William Wilson

NOTICE OF STATEMENT OF HONORABLE DISMISSAL

April 11, 2016

**BY CERTIFIED MAIL
RETURN RECEIPT REQUESTED**

AND PERSONAL DELIVERY

«First_Name» «Last_Name»
«Address»
«City», «State» «Zip»

«First_Name» «Last_Name»
«Bldg»

Dear ____:

We regret to advise you that the Board of Education of Geneva Community Unit School District 304, pursuant to Section 10-23.5 of the *Illinois School Code*, has determined to decrease the number of educational support personnel employees employed by the Board. You will not be re-employed for the 2016-2017 school year and are hereby dismissed, effective May 26, 2016. This is an honorable dismissal. Accordingly, your employment with the School District shall terminate at the end of the school day on May 26, 2016.

This notice of dismissal is being sent to you pursuant to a Resolution of the Board of Geneva Community Unit School District 304, Illinois, duly adopted at a meeting held on April 11, 2016.

Should you have any questions about this non-renewal notice, please contact Dr. Adam Law, Assistant Superintendent-Human Resources, at (630) 463-3050.

Thank you for your service to the students and teachers of Geneva District 304.

Very truly yours,

Board of Education
Geneva Community Unit School District 304

By: _____
President, Board of Education

ATTEST:

Secretary, Board of Education