

DUPAGE ELEMENTARY SCHOOL DISTRICT 13
BOARD OF EDUCATION
Bloomington, Illinois
Regular Meeting January 27, 2025

FOR ACTION

Subject: Adopt the Resolution to Dismiss Tenured Staff Member

At the November 18th regular meeting, Ms. Emily Tulloch from Franczek shared the process with the Board of Education regarding the legal manner in which to dismiss Ms. Nicole Koszuta, a tenured staff member. Should she appear before the Board this evening, she could ask for a pre-termination hearing in closed session. Following the hearing and deliberation of the Board, action on the attached resolution would be possible.

In Policy 5:180 Temporary and Permanent Illness/Incapacity, the Board may dismiss an employee for missing 90 days in any 120 work period or for being found permanently disabled by a licensed physician. Since both of these conditions apply, it is consistent with the established policy in the District to engage in this process.

Since Ms. Koszuta has been unable to work in the District since 2018, was determined to be permanently disabled in the decision issued by Arbitrator Soto on January 10, 2024, and has been given the opportunity to have a hearing before the Board, it is the recommendation of the administration for the Board to adopt the resolution regarding the suspension and dismissal of Nicole Koszuta, as presented.

Recommendation: The Board of Education adopt the Resolution to Dismiss Tenured Staff Member Nicole Koszuta, as presented.