

**RESOLUTION APPROVING SETTLEMENT
OF CLAIMS BY EVONNE WAUGH**

WHEREAS, Evonne Waugh (“Waugh”) was formerly employed by the Board of Education of Bloomington School District 13 (the “Board”);

WHEREAS, Waugh cross-filed a charge of discrimination against the Board with the Illinois Department of Human Rights (“Department”), Charge No. 2022CA1020, and the U.S. Equal Employment Opportunity Commission (“EEOC”), Charge No. 21BA20461 (together, the “Charge”);

WHEREAS, on January 16, 2024, the Department filed a Complaint against the Board on behalf of Waugh with the Illinois Human Rights Commission (“Commission”) based on the allegations in the Charge (the “Complaint”);

WHEREAS, the Board disputes and denies the claims made by or otherwise raised by Waugh, including the allegations set forth in the Charge and Complaint;

WHEREAS, Waugh and the Board have reached a proposed settlement subject to approval by the Board;

WHEREAS, the terms of the proposed settlement are memorialized in a written Settlement Agreement; and

WHEREAS, the Board has determined that the proposed settlement is in the best interests of the District.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Bloomington School District 13, as follows:

Section 1: The Board hereby approves the Settlement Agreement between Waugh and the Board.

Section 2: The Board directs and authorizes the Superintendent to execute the Settlement Agreement on behalf of the District and to take all actions necessary to comply with the terms of

the Settlement Agreement, including but not limited to issuing the payment required by the Settlement Agreement.

Section 3: The District's attorneys are directed and authorized to take all actions necessary to secure dismissal of the Charge and/or Complaint upon the terms and conditions set forth in the Settlement Agreement.

Section 4: This Resolution shall be in full force and effect upon its adoption.

ADOPTED June 23, 2025, by the affirmative vote of the Board on the following roll call vote:

YES: _____

NO: _____

ABSENT: _____

President, Board of Education

ATTEST:

Secretary, Board of Education