

SCHOOL DISTRICT NO. 103  
BOARD OF EDUCATION MEETING  
April 10, 2023  
5:00 PM

SPECIAL MEETING

CONSISTENT WITH THE REQUIREMENTS OF THE ILLINOIS REVISED STATUTES CHAPTER 102, PARAGRAPH 42.02 (OPEN MEETINGS ACT), NOTICES OF THIS MEETING HAVE BEEN POSTED. LOCATION OF THE MEETING IS GEORGE WASHINGTON MIDDLE SCHOOL, 8101 OGDEN AVE., LYONS, ILLINOIS 60534, AT 5:00 PM.

**AGENDA**

**I. Call to Order**

**II. Pledge of Allegiance**

**III. Roll Call**

**IV. Public Comment**

**V. Action Items**

A. Approval of Resolution Authorizing Non-Renewal of Non-Tenured,  
Non-Final Year Probationary Teacher 2

B. Approval of Addendum to 2022-2023 Employment Agreement between  
the Board of Education of Lyons Elementary School District 103 and  
Regina Redd 5

C. Approval of Resignation List #4.10.23 7

**VI. Adjournment**

**RESOLUTION AUTHORIZING NON-RENEWAL OF NON-TENURED,  
NON-FINAL YEAR PROBATIONARY TEACHER**

WHEREAS, the Board of Education of Lyons School District 103 has determined that the non-tenured, non-final year probationary teacher set forth in Exhibit 1 shall be dismissed at the end of the 2022-2023 school term and not re-employed for the 2023-2024 school term, pursuant to the Illinois School Code, 105 ILCS 5/24-11(d);

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Lyons School District No. 103, Cook County, Illinois, as follows:

SECTION 1: That this Board of Education hereby determines that the teachers listed on Exhibit 1, attached hereto and made a part hereof, will not be reemployed as a teacher in Lyons School District 103 (“District”) for the next ensuing school term, 2023-2024, and is dismissed as a teacher in the District effective at the end of the present 2022-2023 school term.

SECTION 2: That the President and Secretary of this Board of Education are hereby authorized and directed to give to the teacher identified in Exhibit 1 notice of this Board’s decision to not reemploy said teacher for the next ensuing school term, which shall be substantially in the form of Exhibit 2, attached to and made a part of this form by certified mail, return receipt requested, and by personal service or U.S Mail.

SECTION 3: This Resolution shall be in full force and effect upon its adoption.

ADOPTED this 10<sup>th</sup> day of April, 2023, by the following roll-call vote:

<b>BOARD MEMBER</b>	<b>AYES</b>	<b>NAYES</b>	<b>ABSENT</b>	<b>ABSTAIN</b>
Jorge Torres, President				
Winifred Rodriguez, Vice President				
Sara Andreas, Secretary				
Slagiana Aleksikj				
Vito Campanile				
Mario Ramirez				
Winifred Rodriguez				

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

Attest:  
  
\_\_\_\_\_  
Secretary, Board of Education

**EXHIBIT 1**

**NON-TENURED, NON FINAL YEAR PROBATIONARY TEACHER  
DISMISSED AT THE CLOSE OF THE 2022-2023 SCHOOL TERM**

<b>NAME</b>	<b>POSITION</b>
Lisa Cavanaugh	Science Teacher (GWMS)
Christine Faitz	Resource Teacher (Robinson)
David Rawske	Special Education Teacher (GWMS)

**EXHIBIT 2**

**NOTICE OF NON-RENEWAL**

April 10, 2023

VIA HAND DELIVERY or U.S. MAIL  
and CERTIFIED MAIL, RETURN RECEIPT REQUESTED  
[name and address of teacher]

*Re: Notice of Non-Renewal*

Dear [teacher]:

You are hereby notified that you are dismissed as a teacher in Lyons School District 103 effective at the end of the present school term, 2022-2023, and will not be re-employed for the next school term, 2023-2024.

Very truly yours,

BOARD OF EDUCATION OF  
Lyons SCHOOL DISTRICT NO. 103,  
COOK COUNTY, ILLINOIS

By:

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

Attest:

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

**ADDENDUM TO 2022-2023 EMPLOYMENT AGREEMENT BETWEEN  
BOARD OF EDUCATION LYONS ELEMENTARY SCHOOL DISTRICT 103  
AND REGINA REDD**

This ADDENDUM, made this 10th day of April, 2023 by and between BOARD OF EDUCATION LYONS ELEMENTARY SCHOOL DISTRICT 103, COOK COUNTY, ILLINOIS (hereinafter referred to as the “BOARD”), AND REGINA REDD (hereinafter referred to as the “ADMINISTRATOR”), is attached to the ADMINISTRATOR’S Contract executed on June 28<sup>th</sup>, 2023 (“AGREEMENT”) by the BOARD and together the ADDENDUM and AGREEMENT reflect the terms of the Contract between the Board and the ADMINISTRATOR (“CONTRACT”).

**I. SCOPE OF THE ADDENDUM AND AGREEMENT**

Under the CONTRACT, all other provisions of the AGREEMENT remain in full force and effect except to the extent that any of the terms or conditions contained in this ADDENDUM may contradict or conflict with any of the terms or conditions of the AGREEMENT, it is expressly understood and agreed that the terms of this ADDENDUM shall take precedence and supersede the AGREEMENT. The terms in this ADDENDUM are the only changes to the AGREEMENT. The following Sections of the AGREEMENT are amended as follows by striking through the deleted language and adding the bolded and underlined language:

**A1. Term.** The Board, after the execution of this Agreement, hereby employs the Administrator ~~as a Principal~~ for the 2022-2023 school year which begins July 1, 2022 and ends June 30, 2023 unless this Agreement is terminated earlier pursuant to Section G of this Agreement. **Redd will be employed as a Principal from July 1, 2022 through June 13, 2023 and will serve as the Director of Curriculum and Instruction beginning June 14, 2023 through June 30, 2023.**

**A2. Salary.** The Board shall pay to the ADMINISTRATOR an annual salary during the term of this Agreement of NINETY-EIGHT THOUSAND Dollars (\$98,000.00) in equal installments in accordance with the rules of the Board governing payments of other administrative staff members in the District. **For the period, June 14, 2023 through June 30, 2023, Redd will be paid a salary stipend in the amount of FIVE THOUSAND SIX HUNDRED SIXTY FOUR dollars (\$5,664.00) for taking on the position of Director of Curriculum and Instruction for the period June 14, 2023-June 30, 2023. With the stipend payment, Redd’s total salary for the school year equals ONE HUNDRED THREE THOUSAND SIX HUNDRED SIXTY FOUR (\$103,664.00).** Required federal and state withholdings will be deducted from this compensation.

**D1. Duties.** The duties and responsibilities of the Administrator **from July 1, 2022 through June 13, 2023,** shall be those duties set forth in the Administrator’s **Principal’s** job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules, and regulations. **From June 14, 2023 through June 30, 2022, the Administrator’s duties and responsibilities shall be those duties set forth in the Director of Curriculum and Instruction’s job description, those obligations imposed by the laws of the State of Illinois, and all such other professional duties as may be assigned by the Superintendent and as required by applicable Board policies, rules and regulations.**

**II. SIGNATURES**

**IN WITNESS WHEREOF**, the parties have executed this ADDENDUM on 10th of April, 2023.

BOARD OF EDUCATION  
LYONS ELEMENTARY SCHOOL  
DISTRICT 103

ADMINISTRATOR

\_\_\_\_\_  
President

\_\_\_\_\_  
Regina Redd

ATTEST:

\_\_\_\_\_  
Secretary

LYONS ELEMENTARY SCHOOL DISTRICT 103  
 PERSONNEL – RESIGNATION LIST (April 10, 2023)  
 List #04-10-23

APPROVAL OF RESIGNATIONS

NAME	SCHOOL	POSITION	DATE
Sarah Arata	Lincoln	Classroom Teacher	6/30/23
Natasha Chmura	GWMS	Computer Teacher	6/30/23
Mary Lidd	Robinson	Library/Media Specialist	4/14/23
Michelle Mahoney	Lincoln	ELA Teacher	6/30/23
Jennifer Shadoian	GWMS	Science Teacher	6/30/23

Approved By:

Dated:

\_\_\_\_\_  
Sara Andreas, Secretary

\_\_\_\_\_

\_\_\_\_\_  
Jorge Torres, President