

February 22, 2023

APPROVE SETTLEMENT OF SARA MILLS TENURED TEACHER DISMISSAL CASE

THE GENERAL COUNSEL REPORTS THE FOLLOWING PROPOSED PAYMENT:

DESCRIPTION: In December of 2019, the District filed dismissal charges against teacher Sara Mills. In October of 2021, an Illinois State Board of Education hearing officer issued a recommendation that the District reinstate Mills with back pay. In January of 2023, the Board and Mills reached settlement under the following terms: (1) Pay Mills pensionable back pay in the amount of \$177,000, less legally-required deductions; (2) Pay the entire 9% pension contribution for Mills' leave of absence from January 11, 2020 through the date of her resignation; and (3) Mills would resign from the Board with a Do Not Hire designation.

LSC REVIEW: LSC approval is not applicable to this report.

AFFIRMATIVE ACTION STATUS: Affirmative Action review is not applicable to this report.

FINANCIAL: Charge pensionable back pay payment for SY 2023 of \$177,000.00.....12470-115

AUTHORIZATION: Authorize the General Counsel to execute the Approved Payment and all ancillary documents related thereto.

GENERAL CONDITIONS:

Inspector General –

and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.


Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of or the letting of contracts to former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness – The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics – The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability – The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

APPROVED,

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JOSEPH T. MORIARTY
General Counsel