

**RESOLUTION AUTHORIZING  
HONORABLE DISMISSAL OF A TEACHER**

**WHEREAS**, the Board of Education of Urbana School District #116, County of Champaign, State of Illinois has determined to decrease the total number of teachers in the School District and discontinue some particular type of teaching services;

**WHEREAS**, the teachers hereinafter set forth are employed with the School District during the 2013-2014 school year;

**WHEREAS**, a Sequence of Dismissal (SOD) List was provided to the Urbana Education Association on January 29, 2014;

**WHEREAS**, in accordance with Section 5/24-12 of The School Code, the Board of Education must dismiss teachers qualified to hold a position in the order of their groupings on the SOD List, with teachers in Group 1 dismissed first and teachers in Group 4 dismissed last;

**WHEREAS**, whenever the total number of honorable dismissal notices based upon economic necessity exceeds five (5) or one hundred fifty (150%) of the average number of teachers honorably dismissed in the preceding three (3) years, whichever is more, the Board is required to hold a public hearing on the question of dismissals;

**WHEREAS**, the Board has determined that a public hearing on the question of dismissals is required;

**WHEREAS**, a public hearing on the question of the dismissals was held on March 18, 2014 and the Board has reviewed the question of the dismissals; and

**WHEREAS**, the Board of Education has determined that the teachers hereinafter set forth shall be honorably dismissed at the end of the 2013-2014 school term as a result of the decision of the Board of Education to decrease the total number of teachers in the School District and discontinue some particular type of teaching services, pursuant to Section 5/24-12 of The School Code.

**NOW, THEREFORE**, Be It Resolved by the Board of Education of Urbana School District #116, County of Champaign, State of Illinois, as follows:

**Section 1:** That the following teachers are hereby honorably dismissed at the end of the 2013-2014 school term in conformance with the Exhibits attached hereto and made a part hereof because of the decision of the Board of Education to decrease the total number of teachers in the School District and to discontinue some particular type of teaching services or programs in the School District:

**Samantha Howell – Elementary Teacher, Leal**

**Rafael Monteagudo Robledo – Elementary Teacher, Prairie**

**Shirley Alonzo – Elementary Teacher, Prairie**

**Kevin Bugusky – High School Math Teacher**

**Jennifer Heinhorst – High School German Teacher**

**Lorence Reid – High School Social Studies Teacher**

**Rajane Dias – High School Spanish Teacher**

**Megan McDonnell – High School Social Studies Teacher**

**Meagan Stenzel – High School English Teacher**

**Section 2:** That the President and Secretary of the Board of Education are hereby authorized and directed to send the teachers a written notice of honorable dismissal by first class mail at least **forty-five (45) days** before the end of the school term, which notice shall be substantially as set forth in the Exhibits attached hereto.

**Section 3:** That the President and Secretary of the Board of Education are hereby authorized and directed to send the teachers a written notice of honorable dismissal by certified mail, return receipt requested, at least **forty-five (45) days** before the end of the school term, which notice shall be substantially as set forth in the Exhibits attached hereto.

**Section 4:** That the Superintendent or his designee shall personally deliver a copy of said notice to the teacher, at least **forty-five (45) days** before the end of the school term, which notice shall be substantially as set forth in the Exhibits attached hereto.

**Section 5:** That this Resolution shall be in full force and effect forthwith upon its passage.

**ADOPTED** this 18<sup>th</sup> day of March, 2014, by the following vote:

AYES:

NAYS:

ABSENT:

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President, Board of Education

ATTEST: