

**RESOLUTION AUTHORIZING DISMISSAL
OF FULL-TIME EDUCATIONAL SUPPORT PERSONNEL**

WHEREAS, the Board of Education of Urbana School District #116, County of Champaign, State of Illinois, has decided to decrease the total number of full-time educational support personnel employed by the Board of Education and discontinue some particular type of educational support personnel services in the School District;

WHEREAS, as between full-time educational support personnel, the employee with the shorter length of continuing service with the School District, within the respective category of position, must be removed or dismissed first unless an alternative method of determining the sequence of dismissal is established in a collective bargaining agreement or contract between the Board of Education and any exclusive bargaining agent;

WHEREAS, there is no collective bargaining agreement or contract between the Board of Education and any exclusive bargaining agent which establishes an alternative method of determining the sequence of the removal or dismissal of full-time educational support personnel referenced herein; and

WHEREAS, the Board of Education has decided that the full-time educational support personnel hereinafter set forth shall be removed or dismissed and not reemployed for the 2014-2015 school term as a result of the decision by the Board of Education to decrease the total number of educational support personnel employed by the Board of Education and discontinue some particular type of educational support personnel services in the School District, pursuant to Section 5/10-23.5 of The Illinois 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 full-time educational support personnel are hereby removed or dismissed and not reemployed for the 2014-2015 school term, in conformance with the Exhibits attached hereto and made a part hereof, because of the decision by the Board of Education to decrease the total number of educational support personnel employed by the Board of Education and to discontinue some particular type of educational support personnel service in the School District:

Candace Phillips, PBIS Interventionist, Prairie

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

Section 3: That the President and Secretary of the Board of Education are hereby authorized and directed to send the educational support personnel hereinabove set forth 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 Exhibit attached hereto.

Section 4: That the Superintendent or his designee shall also personally deliver, with receipt, a written notice of honorable dismissal to the educational support personnel at least **forty-five (45) days** before the end of the school term, which notice shall be substantially as set forth in the Exhibit attached hereto.

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

ADOPTED this 18th day of March, 2014, by the following vote:

AYES:

NAYS:

ABSENT:

President, Board of Education

ATTEST:

Secretary, Board of Education