June 26, 2013

APPROVE VOLUNTARY SEVERANCE PROGRAM FOR LUNCHROOM EMPLOYEES

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the Board authorizes her to create a voluntary separation program for lunchroom workers that will enable her to offer severance payments to employees who choose to participate in the voluntary separation program.

DESCRIPTION: The Nutrition and Support Services Department has determined that the Board's workforce of lunchroom employees may be reduced to align with industry standards with respect to lunchroom staffing. In order to minimize involuntary dismissal of affected employees needed to achieve these staffing levels, the CEO recommends that the Board authorize her to (a) create a voluntary separation program; (b) determine eligibility criteria; (c) offer the voluntary separation incentives to lunchroom workers; and (d) take such other actions as is necessary to implement the goals of this Board report. Further, the Board hereby ratifies all prior acts of the CEO taken to further the goals of this Board report. The program shall be offered at an aggregate cost not to exceed $7 million.

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

AFFIRMATIVE ACTION STATUS: Not applicable.

FINANCIAL: Charge $7,000,000.00 to
Budget Classification Fiscal Year 2014, Fund 312

GENERAL CONDITIONS:
Inspector General – Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations 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 member 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).

Respectfully Submitted:

Barbara Byrd-Bennett/RAB

BARBARA BYRD-BENNETT
Chief Executive Officer

Approved as to Legal Form:

J L Bebley

JMC

JAMES L. BEBLEY
General Counsel