

July 27, 2022

**RESOLUTION TO DISAPPROVE THE CHIEF EXECUTIVE OFFICER'S  
RECOMMENDATION TO DISMISS PROBATIONARY APPOINTED TEACHER  
CHARLES STARK AND TO ISSUE A WARNING IN LIEU THEREOF**

WHEREAS, on July 26, 2022, the Chief Executive Officer and his designee submitted written recommendations, including the reasons for the recommendations, to the Board to dismiss Charles Stark, a probationary appointed teacher, pursuant to Board Rule 4-1 and 105 ILCS 5/34-84;

WHEREAS, the Chief Executive Officer and his designee followed the established procedures prior to making the recommendation, including providing the teacher with notice, evidence, and an opportunity to respond to the allegations;

WHEREAS, the Board has reviewed the reasons for the Chief Executive Officer's recommendations;

WHEREAS, the Chief Executive Officer or his designee has previously notified the affected probationary appointed teacher of their pending dismissal;

NOW, THEREFORE, BE IT RESOLVED:

1. The Board finds that there is sufficient cause to discipline Charles Stark but does not believe that dismissal is appropriate and directs the Chief Executive Officer through the Office of Administrative Hearings to issue a warning in accordance with the Board of Education's disciplinary procedures. The CEO through the Office of Administrative Hearings will issue the following directive to Charles Stark:
  - a. Charles Stark shall attend training on all Board safety policies, including in particular the Board's Student Travel Policy, proof of which shall be submitted to the Chief Executive Officer no later than October 15, 2022.
  - b. The Board hereby warns Charles Stark that he violated the Board's Student Travel Policy, the Volunteer Policy and Staff Acceptable Use Policy and that he must comply with those policies in order to ensure student safety in all school and extracurricular activities, to wit:
    - i. Comply with the Student Travel Policy whenever arranging travel, directing students to travel opportunities or other opportunities that require student travel, regardless of whether it is in connection with the school's regular program or in connection with extracurricular activities.
    - ii. Comply with the Board's Volunteer Policy by ensuring that all non-Board employees who participate in your instruction, advising, mentoring or other instructional activities have been approved in accordance with the policy.
    - iii. Comply with the Staff Acceptable Use Policy and do not share student information with non-Board employees without appropriate consent.
  - c. The Board further warns Charles Stark that his failure to follow the foregoing directives shall result in discipline up to and including dismissal.
  - d. The Chief Executive Officer through the Office of Administrative Hearings shall rescind its dismissal decision and issue this warning in accordance with the Board of Education's disciplinary procedures.