To: Members, Board of Education

Cc: Dr. Carol Kelley, Superintendent

From: Gina Herrmann, Senior Director of Human Resources

Date: April 13, 2021

Re: Board of Education Action on Teacher Employment

Attached, you will find a resolution that authorizes the non-renewal and dismissal of probationary teachers, a renewal list of non-tenured teachers, a renewal list of fourth year teachers who will become tenured teachers at the beginning of the 2021-2022 school year, and a non-renewal list of permanent substitute teachers.

Per Illinois School Code, the Board of Education’s motions on dismissal should list the names of teachers by category. School Code also states that no information regarding the reasons for dismissal of probationary teachers shall be provided in the motion except in the instance of a 4th year non-renewal and dismissal. We do not have any 4th year teachers who are being non-renewed and dismissed.

I have also included the communication that will be sent to teachers being non-renewed and dismissed. Illinois School Code requires that teachers are notified via certified mail of actions taken. Principals will hand deliver these notices as well.

This document and all of its contents are not required by School Code to be made public at the April 13, 2021 meeting. The BOE will make a motion to approve the resolution in open session. The resolution information will be made public in the approved minutes.

Please let me know if you have any questions.

**BOARD OF EDUCATION OF
OAK PARK ELEMENTARY DISTRICT 97**

**Cook County, Illinois**

**RESOLUTION AUTHORIZING NOTICE OF NON-RENEWAL AND DISMISSAL OF FIRST, SECOND AND THIRD YEAR PROBATIONARY TEACHERS**

WHEREAS, the following probationary teachers are completing their first and third years of probationary teaching for the 2020-2021 school term; and

WHEREAS, the Board of Education has determined that said teachers shall be dismissed and not re-employed as a teacher or teachers in this School District for the 2020-2021 school term, and accordingly, that the present contract of employment shall terminate at the close of the present school term pursuant to Section 24-11 of the *School Code.*

NOW, THEREFORE, Be It Resolved by the Board of Education of Oak Park Elementary School District 97, Cook County, Illinois, that:

Section 1: The following named first-year probationary teachers shall be dismissed and not re-employed for the 2021-2022 school term:

*Griffin Waterman*

*Jill Kopecky*

*Kelli LaChance*

*Liam Nolen*

*Michelle Moore*

*Nicole Clark*

*Tracy Davis*

*Tyler Riordan*

*Clare Davis*

*Meghan Eubeler*

Section 2: The following named first-year probationary teachers shall be dismissed and not re-employed for the 2021-2022 school term:

*Aaron Bolden*

Section 3: The following named second-year probationary teachers shall be dismissed and not re-employed for the 2021-2022 school term:

Section 4: The following named third-year probationary teachers shall be dismissed and not re-employed for the 2021-2022 school term:

*Sam Meier*

*Patrick McAndrew*

Section 5: The President and Secretary of the Board of Education are authorized and directed to give the named teachers a written Notice of Non-Renewal and Dismissal by certified mail return receipt requested, at least forty-five (45) days before the end of the school term. A specimen copy of said Notice is attached as Exhibit A and incorporated by reference.

Section 6: The Superintendent or designee shall also personally deliver a copy of said Notice to each named teacher with a signature receipt at least forty-five (45) days before the end of the school term. A specimen copy of said Notice is attached as Exhibit B and incorporated by reference.

Section 7: This Resolution shall be in full force and effect forthwith upon its passage.

ADOPTED this 13th day of April, 2021, by the following vote:

Member \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ moved the adoption of the foregoing Resolution, and Member \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ seconded the Motion. Upon a roll call vote being taken, the members voted as follows:

AYES: \_\_\_\_\_\_\_\_\_\_\_\_

NAYS: \_\_\_\_\_\_\_\_\_\_\_\_

ABSENT: \_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

President, Board of Education of Oak Park School District 97, Cook County, Illinois

Attest:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Secretary, Board of Education of Oak Park

Elementary School District 97, Cook County,

Illinois

**Exhibit A**

***Via Certified Mail Return Receipt Requested***

April 13, 2021

 ***Re: Notice of Non-Renewal and Dismissal***

Dear (Name):

 You are hereby notified that you will not be re-employed for the 2021-2022 school term and are hereby dismissed as a teacher for Oak Park Elementary School District 97, Cook County, Illinois, effective at the end of the 2020-2021 school term.

 This Notice of Non-Renewal and Dismissal is being sent to you pursuant to a Resolution adopted by the Board of Education of Oak Park Elementary School District 97, Cook County, Illinois, pursuant to Section 24-11 of the *School Code.*

 Sincerely,

 Board of Education of Oak Park Elementary

 School District 97, Cook County, Illinois

 By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 President, Board of Education

Attest:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Secretary, Board of Education of Oak Park

Elementary School District 97, Cook County,

Illinois

**Exhibit B**

***Via Hand Delivery with Receipt***

April 13, 2021

 ***Re: Notice of Non-Renewal and Dismissal***

Dear (Name):

 You are hereby notified that you will not be re-employed for the 2021-2022 school term and are hereby dismissed as a teacher for Oak Park Elementary School District 97, Cook County, Illinois, effective at the end of the 2020-2021 school term.

 This Notice of Non-Renewal and Dismissal is being sent to you pursuant to a Resolution adopted by the Board of Education of Oak Park Elementary School District 97, Cook County, Illinois, pursuant to Section 24-11 of the *School Code.*

 Sincerely,

 Board of Education of Oak Park Elementary

 School District 97, Cook County, Illinois

 By: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 President, Board of Education

Attest:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Secretary, Board of Education of Oak Park

Elementary School District 97, Cook County,

Illinois

I, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, received the attached Notice of Non-Renewal and Dismissal by personal delivery from \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, of Board of Education of Oak Park Elementary School District 97, Cook County, Illinois, on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, 2021.

 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Signature

**Renewal of Probationary Teachers**

This is also the time of year when the Administration makes recommendations for the renewal of employment contracts for probationary (non-tenured) teachers. Probationary teachers are employed on one-year contracts for their first four years of full-time employment with a school district. Following four consecutive years of full-time employment, probationary teachers earn tenure in a school district and are considered to be on continued contractual service. The probationary teachers listed below have been recommended for re-employment by the Administration.

**First Year Probationary Teachers Hired Mid-Year**

|  |  |
| --- | --- |
| **Name** | **Position** |
| Briana Schwabenbauer | 4th Grade Teacher |
| Jill Wilhite | Sp. Ed. Resource Teacher |
| James Callan | FLES |

**First Year Probationary Teachers**

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Position** | **Name** | **Position** |
| Elena Awe | Teacher | Jordan Hwang | Teacher |
| Eric Bachmann | Teacher | Colleen Kearns | School Social Worker |
| John Bagley | Teacher | Kathryn Keuler | Teacher |
| Tyler Banks | Teacher | Taylor Kula | Teacher |
| Adam Bautista | Teacher | Jennifer Milliern | Teacher |
| Kimberly Bermudez | Teacher | Erin Moloney | Teacher |
| Taylor Bowman | Teacher | Hallie Park | Teacher |
| Rachel Brown | Teacher | Jacqueline Pastuovic | Teacher |
| Natalie Campbell | Teacher | Rebecca Pepp | School Social Worker |
| Fiona Campo | Teacher | Cristina Pruitt | Teacher |
| Caroline Carbray | Teacher | Shabaaz Ranney | Teacher |
| Denise Conley | Teacher | Juan Rodriguez | Teacher |
| Shea Coughlin | Teacher | Elizabeth (Bett) Rogers | School Psychologist |
| Melissa Cuculich | 6-8 IB | Andrew Roh | Teacher |
| Juan Domecq | Teacher | Jennifer Russ | Teacher |
| Kelly Egan-Pater | Teacher | Allison Schrag | School Social Worker |
| Taylor Furlong | Teacher | Dominique Scott | Teacher |
| Hannah Gallup | Teacher | Gary Stott | Teacher |
| Lauren Giorango | School Nurse | Gretchen Thomas | Teacher |
| Stephanie Goulding | Teacher | Grace Tipton | Teacher |
| Nicole Grant | Teacher | Georgia Tsaganos | Teacher |
| Amy Green | Teacher | Courtney Tyler | Teacher |
| Kate Herron | Teacher | John Villa | Teacher |
| Clare Hiatt | Teacher | Sarah Wells | Teacher |
| Laura Hill | Teacher | Rachel Wheatley | Teacher |
| Rosa Hoak | Teacher | Nina Williams | Teacher |
| Riley Hoerner | Teacher | Noah Zand | Teacher |
| Steven Hoskins | Teacher |  |  |

**Second Year Probationary Teachers Hired Mid-Year**

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Position** | **Name** | **Position** |
| Clare Brooks | Teacher | Christina Gonzalez | Teacher |
| Johanna Clark | Teacher | Kenya Hodges | 6-8 IB |
| Shannon Conroy | Teacher | Jennifer Holich | Teacher |
| Benjamin Deegan | Teacher |  |  |

**Second Year Probationary Teachers**

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Position** | **Name** | **Position** |
| Natalia Rodriguez Bazzi | Teacher | Kelly Joyce | Teacher |
| Maggie Mullins | Teacher | Elizabeth Kiefer | Teacher |
| Jonathan Adelman | Teacher | Hasti Kosari | Teacher |
| Amy Anderson | Teacher | Ciarra Logan | Teacher |
| Ryan Bigeck | Teacher | Catherine Meredith | Teacher |
| Francis Blackman | Teacher | Myles Moroney | Teacher |
| Joel Blecha | Teacher | Megan Murphy | Teacher |
| Shehara Brinson | Teacher | Delfidio Narvaez | Teacher |
| Dana Brown | Teacher | John Pass | Teacher |
| Anna Carr | Teacher | Nathon Rodrigues | Teacher |
| Xelina Cortez | Teacher | Edgar Roman | Teacher |
| Dion Daniels | Teacher | Corynne Romine | Teacher |
| Andrew Davis | Teacher | Lisa Rudin | Teacher |
| Patrick Deaton | Teacher | Sean Ryan | Teacher |
| Kelly Ferguson | Teacher | Zoe Schirmer | Teacher |
| Samuel Fishman | Teacher | Esther Smith | Teacher |
| Nora Flynn | MTSS Interventionist | Julia Stenger | Teacher |
| Karen Foleno | Student Support Specialist | Kathryn Trathen | Culture/Climate Coach |
| Michelle Gearhart | Teacher | Amanda Voigts | Teacher |
| Gina Harris | Culture/Climate Coach | David Wawzenek | Teacher |
| Aaron Jaramillo | Teacher | Megan Wilson | Teacher |

**Third Year Probationary Teachers**

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Position** | **Name** | **Position** |
| Elisa Anderson | Teacher | Hilary Winkelhake | School Nurse |
| Rhapsody Armstrong | Teacher | Rachel Kibblesmith | School Social Worker |
| Juliana Bagri | Teacher | McKenzie Kula | Teacher |
| Jennifer Baldassarre | Teacher | Shirley Park | Teacher |
| Bess Bates | School Social Worker | Brent Lopez | Teacher |
| John Beck | Teacher | Sada Plumley | Teacher |
| Kathleen Belmont | Teacher | Sabrina Maggio | Teacher |
| Rachel-Lee Berkeley | School Psychologist | Mary Kelly | Teacher |
| Maria Bringley | Teacher | Nancy Radogno | Nurse |
| Michael Colucci | Teacher | Molly Masters | Teacher |
| Hannah Connell | Teacher | Raven McGill | Teacher |
| Ellen Corcoran | Teacher | Shannon Polega | School Social Worker |
| Betsy Corrigan | Teacher | George Merriweather | Teacher |
| Johanna Cousin | Teacher | Virginia Nagano | Teacher |
| Matthew Daniel | Teacher | Jincy Ninan | Teacher |
| Krystal Fowlkes | School Social Worker | John O'Brien | Teacher |
| Kaitlyn Fox | Teacher | Anne Planek | Teacher |
| Megan Freeman | Teacher | Jennifer Rhoades | Teacher |
| Megan Goodman | MTSS Interventionist | Kate Rojas | Social Worker |
| Molly Graber | MTSS | Nicole Sims | SLP |
| Lawrence Harvey | Teacher | Aurore Taber | Occupational Therapist |
| Brianne Henrichs | Teacher | Megan Vella | Teacher |
| Christine Jamrosz | SLP | Mohogany Williams | Teacher |
| Elizabeth Jarosch | Teacher | Emily Woods | SLP |
| Sarah Johnson | Teacher |  |  |

**Fourth Year Full-Time Probationary Teachers**

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** | **Position** | **Name** | **Position** |
| Mark Andersen | Teacher | Laura Meglan  | Teacher |
| Julie Anderson | Teacher | Anna Missman | Teacher |
| Kimberly Beader | Teacher | Marta Mohammad | Teacher |
| Natalie Clark | Teacher | Kiera Moody | Teacher |
| Agnese Contraveos | Teacher | Meaghan Pabellon | Teacher |
| Veronica Dabney | Teacher | Becky Perez | School Psychologist |
| Kiera Degman | Teacher | Jason Raad | Teacher |
| Matthew Downs | Teacher | Kimberly Rosales | Teacher |
| Erica Emmendorfer | Teacher | Emily Rote | Teacher |
| Grace Fourman | Teacher | Michaela Ruff | Teacher |
| Felicia Garcia | Teacher | Sideeka Ryan | Social Worker |
| Shantorria Gibson | Teacher | Luke Scanlon | Teacher |
| Lisa Hanna | Teacher | Megan Stewart | Teacher Mentor |
| Sari Haro | SLP | Nichelle Stigger | Teacher |
| Lindsay Heide | Teacher | Stephanie Suerth | Teacher |
| Keisha Helm | Teacher | Hannah Tatro | Teacher |
| Caitlin Tisch | Teacher | Rebecca Torres | Teacher |
| Alicia Jenkins | Teacher | Melanie Touchette | Teacher |
| Carina Kearley-Pruitt | Curriculum Specialist | Kelly Valle | Teacher |
| Alice Martin | Occupational Therapist | Cecilia Villalobos | Teacher |
| Margaret Patino | Speech Language Pathologist | Rasheedah Williams | Teacher |
| Carin McKinney | Teacher | Lisa Youman | Teacher |
| Wesley McKinney | Teacher | Jennifer Zarosl | Teacher |