

September 24, 2014

**APPROVE PAYMENT TO TEACHERS FOUND TO HAVE BEEN IMPROPERLY LAID OFF IN 2012  
FROM MICHELE CLARK ACADEMIC PREP HIGH SCHOOL**

**THE GENERAL COUNSEL REPORTS THE FOLLOWING PROPOSED PAYMENT:**

**DESCRIPTION:** The Chicago Teachers Union filed a total of eight (8) grievances contesting the layoff of seven (7) teachers from Michele Clark Academic Prep High School at the end of the 2011-2012 school year. After an arbitration hearing, Arbitrator Lawrence Cohen ordered the reinstatement of the teachers

the rescission of poor evaluation ratings, and that the grievants be made whole for all lost pay and benefits.

After negotiations between the parties, a review of employment histories, and interim earnings, the following is recommended to implement the arbitration award: (1) reinstatement of two tenured teachers back at Michele Clark Academic Prep High School; (2) back pay for those two tenured teachers not to exceed \$70,000 in reasonable pay; and (3) the rescission of poor evaluation ratings for all seven