

June 28, 2023

**APPROVE SETTLEMENT OF MARIA VARELA  
LABOR ARBITRATION**

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

**DESCRIPTION:** Maria Varela is a former teacher at Frank W. Reilly School who filed three pending grievances: 10130/18-10-059(ljj) (reach evaluation), 10080/18-09-022)(ljj) (lay off), and 12180/21-03-074(ljj) (grandfathered sick days). In grievance number 10130/18-10-059(ljj), Varela contends that during the 2017-2018 SY, two of her formal REACH observations were procedurally deficient. In grievance number 10080/18-09-022)(ljj), Varela contends that she was improperly laid off. Lastly, in grievance number 12180/21-03-074(ljj), Varela contends that she is owed 264.52 unpaid grandfathered sick days. The parties have reached a settlement agreement as follows: rescind Varela's 2017-2018 "unsatisfactory" rating and replace it with an "inability to rate;" pay Varela 70% (\$66,146.78) of her potential back pay from the date of her layoff on August 31, 2018 to August 26, 2019; and pay Varela 90% of the value of her 265 sick days (\$109,299.99) in accordance with Article 37-4.

**LSC REVIEW:** LSC approval is not applicable to this report.

**AFFIRMATIVE ACTION STATUS:** Affirmative Action review is not applicable to this report.

**FINANCIAL:** Charge pensionable back pay payment for SY 2024 of \$175,446.77.....12470-115

**AUTHORIZATION:** Authorize the General Counsel to execute the Approved Payment and all ancillary documents related thereto.

**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.

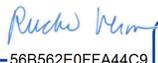
Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of or the letting of contracts to former Board members during the one year period following expiration or other termination of their 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).

APPROVED,

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RUCHI VERMA  
General Counsel