



Board of Education

Office of the Board
1 North Dearborn Street
Suite 950
Chicago, IL 60602

Board Report

25-0320-AR11

Agenda Date: 3/20/2025

**APPROVE SETTLEMENT BETWEEN THE BOARD OF EDUCATION OF THE CITY OF CHICAGO
AND COTTINA WOODS, GRIEVANCE NO. 10226/18-11-102(zf)
LABOR ARBITRATION**

THE GENERAL COUNSEL REPORTS THE FOLLOWING SETTLEMENT:

DESCRIPTION: On August 19, 2023, an arbitrator ordered Cottina Woods to be reinstated and made whole. In February of 2025, a settlement agreement was reached in principle, subject to Board authority, between the Board and Woods regarding back pay. The General Counsel recommends approval of the settlement as follows: Pensionable back pay in the amount of \$300,000.00, less legally required deductions.

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 payment not to exceed \$300,000.00 as described above
to.....12470-115

AUTHORIZATION: Authorize the General Counsel to execute the Settlement Agreement 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.

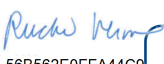
Conflicts - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of or the letting of contracts to former Board members during the one year period following expiration or other termination of their 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 August 24, 2023 (23-0824-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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RUCHIVERMA
General Counsel 