



**Board of Education - Special Meeting
District Office
1936 Green Bay Rd.
Highland Park, IL 60035**

Tuesday, February 1, 2022 6:00 PM

Agenda

Mission Statement

The mission of North Shore School District 112, a community partnership committed to a world-class education, is to nurture every child to become an inspired learner, a well-rounded individual and contributing member of a global community by striving for excellence within an environment that fosters innovation, respect, engagement and intellectual inquiry

This meeting will be held in person and adhere to Governor Pritzker's Executive Order 2021-18, requiring all persons inside school buildings to wear face coverings regardless of vaccination status.

Community members are welcome to offer public comments in-person during designated times on the agenda. In accordance with Board Policy 2:230, comments will become part of the public record and are limited to 3 minutes for each commenter. The Board has the authority to restrict the total time for comments to 30 minutes.

No Live Stream

1. Call to Order/Roll Call (6:00 pm)
2. Approval of Agenda
3. Adjourn to Closed Session (Policy 2:200)
 - a. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act.5 ILCS 120/2 (c)(1)
4. Reconvene to Open Session
5. Public Comments (Policy 2:230)
6. Action Items
 - a. Resolution Authorizing Notice of Dismissal to Educational Support Staff -E.R.

(Policy 5:290)

- b. Resolution Authorizing Notice Of Dismissal to Probationary Teacher- A.C. (Policy 5:200)
 - c. Resolution Authorizing Notice to Remedy - D.O.J (Policy 5:200)
 - d. Resolution Authorizing Notice to Remedy - T.S. (Policy 5:200)
7. Board/Superintendent Other
 8. Adjournment

Date: February 1, 2022
To: Members of the Board of Education
From: Dr. Monica Schroeder, Deputy Superintendent
Subject: Dismissal of Educational Support Staff - Elizabeth Rodriguez
Policy Alignment: Policy 5:290-Employment Termination & Suspension
Disposition: Action

Executive Summary:

The Board is being asked to approve the Resolution Authorizing the Notice of Dismissal to Educational Support Staff Member, Elizabeth Rodriguez. This action is in accordance with the Memorandum of Understanding Between the District 112 Board of Education and the North Shore Education Association and North Shore Support Staff Association (IEA/NSEA/NSSSA) Relating to Staff COVID-19 Vaccinations.

Recommendation:

Roll call vote to approve the Resolution Authorizing the Notice of Dismissal to Educational Support Staff, Elizabeth Rodriguez, effective February 1, 2022, as presented.

**RESOLUTION AUTHORIZING NOTICE OF
DISMISSAL TO EDUCATIONAL SUPPORT STAFF (ELIZABETH RODRIGUEZ)**

BE IT RESOLVED by the Board of Education of North Shore School District 112, Lake County, Illinois, as follows:

1. The Board of Education has received reports and recommendations from members of the Administration concerning an educational support employee, Elizabeth Rodriguez; and such reports and recommendations indicate the Board should dismiss Ms. Rodriguez for insubordination, unprofessionalism and ineligibility to work as an employee in the District.
2. The Board of Education hereby determines that Ms. Rodriguez is hereby dismissed as an employee in this School District effective February 1, 2022, for insubordination, unprofessionalism and ineligibility to work as an employee in the District.
3. The President and Secretary of this Board are hereby authorized and directed to give to Ms. Rodriguez by certified mail, return receipt requested, a written notice of this Board's decision to dismiss her.
4. That this Resolution shall be in full force and effect upon its adoption.

ADOPTED this 1st day of February, 2022, by a roll call vote as follows:

YES: _____

NO: _____

ABSENT: _____

President, Board of Education

Attest:

Secretary, Board of Education

Date: February 1, 2022
To: Members of the Board of Education
From: Dr. Monica Schroeder, Deputy Superintendent
Subject: Dismissal of a Probationary Teacher - Ashley Catizone
Policy Alignment: Policy 5:200-Terms and Conditions of Employment & Dismissal
Disposition: Action

Executive Summary:

The Board is being asked to approve the Resolution Authorizing the Notice of Dismissal to a Probationary Teacher for Ashley Catizone. This action is in accordance with the Memorandum of Understanding Between the District 112 Board of Education and the North Shore Education Association and North Shore Support Staff Association (IEA/NSEA/NSSSA) Relating to Staff COVID-19 Vaccinations.

Recommendation:

Roll call vote to approve the Resolution Authorizing the Notice of Dismissal to a Probationary Teacher for Ashley Catizone, effective February 1, 2022, as presented.

**RESOLUTION AUTHORIZING NOTICE OF
DISMISSAL TO PROBATIONARY TEACHER (ASHLEY CATIZONE)**

BE IT RESOLVED by the Board of Education of North Shore School District 112, Lake County, Illinois, as follows:

1. The Board of Education has received reports and recommendations from members of the Administration concerning a probationary teacher, Ashely Catizone; and such reports and recommendations indicate the Board should dismiss Ms. Catizone for insubordination, unprofessionalism and ineligibility to work as a teacher in the District.
2. The Board of Education hereby determines that Ms. Catizone is hereby dismissed as a teacher in this School District effective February 1, 2022, for insubordination, unprofessionalism and ineligibility to work as teacher in the District.
3. The President and Secretary of this Board are hereby authorized and directed to give to Ms. Catizone by certified mail, return receipt requested, a written notice of this Board's decision to dismiss her.
4. That this Resolution shall be in full force and effect upon its adoption.

ADOPTED this 1st day of February, 2022, by a roll call vote as follows:

YES: _____

NO: _____

ABSENT: _____

President, Board of Education

Attest:

Secretary, Board of Education

Date: February 1, 2022
To: Members of the Board of Education
From: Dr. Monica Schroeder, Deputy Superintendent
Subject: Resolution Authorizing Notice to Remedy - Dorene Ochsner-Johnson
Policy Alignment: Policy 5:200-Terms and Conditions of Employment & Dismissal
Disposition: Action

Executive Summary:

The Board is asked to approve the Resolution Authorizing a Notice to Remedy for tenured teacher, Dorene Ochsner-Johnson. This action pertains to the Memorandum of Understanding Between the District 112 Board of Education and the North Shore Education Association and North Shore Support Staff Association (IEA/NSEA/NSSSA) Relating to Staff COVID-19 Vaccinations.

Recommendation:

Roll call vote to approve the Resolution Authorizing a Notice to Remedy for tenured teacher, Dorene Ochsner-Johnson, as presented.

RESOLUTION AUTHORIZING NOTICE TO REMEDY
Dorene Ochsner-Johnson

BE IT RESOLVED by the Board of Education of North Shore School District 112, Lake County, Illinois, as follows:

1. The President and the Secretary of this Board of Education are hereby authorized and directed to serve, or cause to be served, on tenured teacher Dorene Ochsner-Johnson, a Notice to Remedy substantially in the form of Exhibit 1, attached hereto and made a part hereof. The Notice to Remedy references deficiencies in the performance and conduct of the teacher which, if not remedied, may result in the teacher's dismissal. The Notice to Remedy also references directives, which, if not followed, may result in the teacher's dismissal.

2. This Resolution shall be in full force and effect upon its adoption.

ADOPTED this ___ day of February, 2022, by a roll call vote as follows:

YES: _____

NO: _____

ABSENT: _____

President, Board of Education

Attest:

Secretary, Board of Education

EXHIBIT 1

February 2, 2022

Dorene Ochsner-Johnson

██████████
██████████

Re: Notice to Remedy

Dear Dorene:

This Notice to Remedy is issued to you by the Board of Education as a result of the insubordinate and unprofessional conduct described in Dr. Schroeder's January 10, 2022, and January 25, 2022 letters to you and a finding that you are currently ineligible to work as a teacher in this District.

A repetition of this sort of conduct, or your failure to comply with the directives stated in Dr. Schroeder's letter will most likely result in further disciplinary action, including your dismissal as a tenured teacher in this District. Compliance must be immediate and sustained for the remainder of your employment.

Attached is a copy of the resolution adopted by the Board at its meeting of February 1, 2022, authorizing this Notice to Remedy. If you have any questions or need assistance regarding this Notice to Remedy, please see Dr. Schroeder immediately.

Very truly yours,

BOARD OF EDUCATION,
NORTH SHORE SCHOOL DISTRICT 112
Lake County, Illinois

By: _____
President, Board of Education

Attest:

Secretary, Board of Education

Attachment

cc: Dr. Mike Lubefeld, Superintendent
Dr. Monica Schroeder, Deputy Superintendent
Personnel File

Date: February 1, 2022
To: Members of the Board of Education
From: Dr. Monica Schroeder, Deputy Superintendent
Subject: Resolution Authorizing a Notice to Remedy - Tamara Salamon
Policy Alignment: Policy 5:200-Terms and Conditions of Employment & Dismissal
Disposition: Action

Executive Summary:

The Board is asked to approve the Resolution Authorizing a Notice to Remedy for tenured teacher, Tamara Salamon. This action pertains to the Memorandum of Understanding Between the District 112 Board of Education and the North Shore Education Association and North Shore Support Staff Association (IEA/NSEA/NSSSA) Relating to Staff COVID-19 Vaccinations.

Recommendation:

Roll call vote to approve the Resolution Authorizing a Notice to Remedy for tenured teacher, Tamara Salamon, as presented.

RESOLUTION AUTHORIZING NOTICE TO REMEDY
Tamara Solomon

BE IT RESOLVED by the Board of Education of North Shore School District 112, Lake County, Illinois, as follows:

1. The President and the Secretary of this Board of Education are hereby authorized and directed to serve, or cause to be served, on tenured teacher Tamara Salamon a Notice to Remedy substantially in the form of Exhibit 1, attached hereto and made a part hereof. The Notice to Remedy references deficiencies in the performance and conduct of the teacher which, if not remedied, may result in the teacher's dismissal. The Notice to Remedy also references directives, which, if not followed, may result in the teacher's dismissal.

2. This Resolution shall be in full force and effect upon its adoption.

ADOPTED this ___ day of February, 2022, by a roll call vote as follows:

YES: _____

NO: _____

ABSENT: _____

President, Board of Education

Attest:

Secretary, Board of Education

EXHIBIT 1

February 2, 2022

Tamara Salamon
[REDACTED]
[REDACTED]

Re: Notice to Remedy

Dear Tamara Salamon:

This Notice to Remedy is issued to you by the Board of Education as a result of the insubordinate and unprofessional conduct described in Dr. Schroeder's January 10, 2022, and January 25, 2022 letters to you and a finding that you are currently ineligible to work as a teacher in this District.

A repetition of this sort of conduct, or your failure to comply with the directives stated in Dr. Schroeder's letter will most likely result in further disciplinary action, including your dismissal as a tenured teacher in this District. Compliance must be immediate and sustained for the remainder of your employment.

Attached is a copy of the resolution adopted by the Board at its meeting of February 1, 2022, authorizing this Notice to Remedy. If you have any questions or need assistance regarding this Notice to Remedy, please see Dr. Schroeder immediately.

Very truly yours,

BOARD OF EDUCATION,
NORTH SHORE SCHOOL DISTRICT 112
Lake County, Illinois

By: _____
President, Board of Education

Attest:

Secretary, Board of Education

Attachment

cc: Dr. Mike Lubefeld, Superintendent
Dr. Monica Schroeder, Deputy Superintendent
Personnel File