

**AMEND BOARD REPORT 04-0825-PO2
RESIDENCY POLICY FOR ALL EMPLOYEES OF THE BOARD OF EDUCATION**

THE CHIEF EXECUTIVE OFFICER RECOMMENDS:

That the Chicago Board of Education amend its policy regarding residency for all employees of the Board of Education.

PURPOSE:

The purposes of this Policy are to establish consistent, equitable, and enforceable guidelines concerning the Board's requirement that all officers and employees of the Board of Education be residents of the City of Chicago that are consistent with state law 105 ILCS 5/94-20.1 and to establish new provisions to the

residency requirement.

This Policy is amended to (4) identify responsible persons and offices for monitoring compliance

POLICY TEXT:

I. 4. Introduction. The boundaries of the school district under the charge of the Board of Education of

continues to be, the belief of the governing board of the district that it is desirable to maintain a policy requiring that its officers and employees maintain their residence within the City of Chicago, and that its educational and governmental purposes are best served by the establishment of the residency policy contained herein.

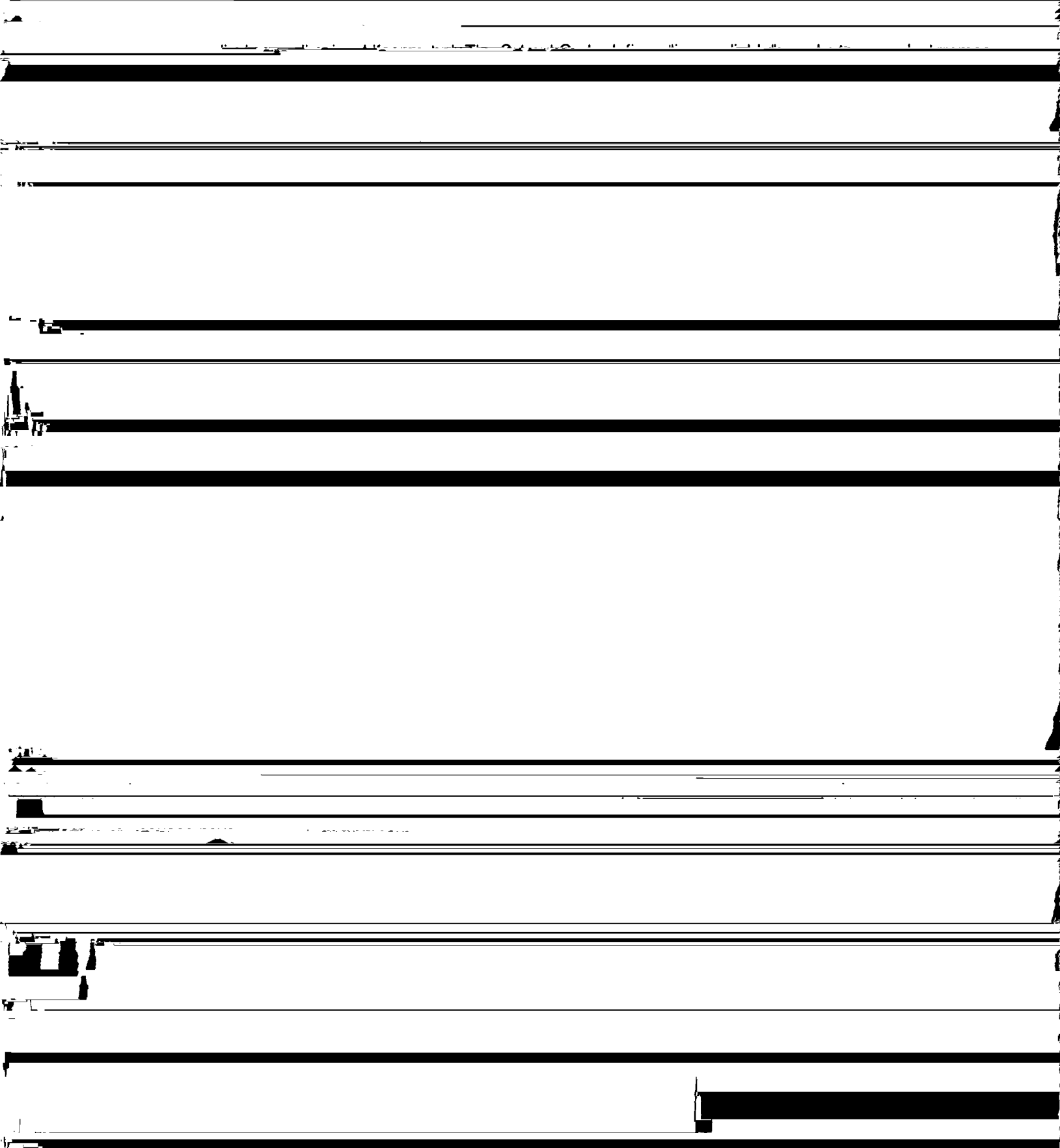
The Board of Education, therefore, deems it proper and appropriate to maintain a residency requirement

III. 3. Current Employees Hired On or After November 20, 1996. All employees hired on or after ~~November 20, 1996~~ will be required to be actual residents of the City of Chicago within six

months from the day their employment begins, except where the employee has been granted a waiver in accordance with the provisions of this Policy. This residency requirement includes principals. A Sworn Residency statement must be completed by each prospective employee by the time his or her employment with the Board begins.

Employees who are hired without being actual residents shall have an affirmative obligation to

"remediable" conduct which employees have been specifically warned may lead to their




[Redacted]

Special needs waivers shall be valid for three (3) academic years after the employee's date of

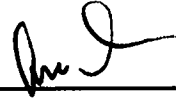
hire and may be renewed for subsequent three (3) year periods provided that the employee continues to be employed in a special needs position. Special needs waivers granted under this

Approved for Consideration:



Barbara Eason-Watkins
Chief Education Officer

Respectfully Submitted:



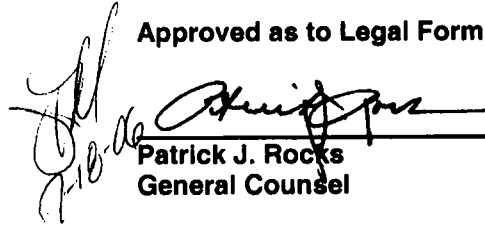
Arne Duncan
Chief Executive Officer

Noted:



John Maiorca
Chief Financial Officer

Approved as to Legal Form:



Patrick J. Rocks
General Counsel