

**RESOLUTION  
AUTHORIZING DISMISSAL AND NON-REEMPLOYMENT OF  
A FOURTH YEAR PROBATIONARY TEACHER**

Board of Education  
Oswego Community Unit School District 308  
Kendall County, Illinois

WHEREAS, the Board of Education (“Board”) of Oswego Community Unit School District 308 Kendall County, Illinois, has received reports and recommendations from members of the Administration concerning the performance of Sandra Gerlinger, a fourth year probationary teacher during the 2022-2023 school term; and

WHEREAS, the Board has determined that said teacher shall be dismissed as of the end of the 2022-2023 school term and not re-employed for the 2023-2024 school term, pursuant to Section 24-11 of the Illinois School Code (105 ILCS 5/24-11); and

NOW, THEREFORE, BE IT RESOLVED by Oswego Community Unit School District 308, as follows:

- SECTION 1: That Sandra Gerlinger shall be dismissed effective at the close of the 2022-2023 school term and shall not be re-employed for the 2023-2024 school term in conformance with the Notice contained in Exhibit “A” to this Resolution (attached hereto and made a part hereof by reference).
- SECTION 2: That the President and Secretary of this Board are hereby authorized and directed to send to said teacher written notice of dismissal and non-reemployment by certified mail, return receipt requested, at least forty-five (45) days prior to the end of the 2022-2023 school term. Notice dismissal and non-reemployment shall be substantially in the same form as Exhibit “A” (attached hereto and made a part hereof by reference).
- SECTION 3: That the reason for the dismissal and non-reemployment of said teacher shall be contained within the Notice contained in Exhibit “A” (attached hereto and made a part hereof by reference).
- SECTION 4: That this Resolution shall be in full force and effect upon its adoption.

A motion to approve this **RESOLUTION AUTHORIZING DISMISSAL AND NON-REEMPLOYMENT OF A FOURTH YEAR PROBATIONARY TEACHER** was made by Member \_\_\_\_\_ and seconded by Member \_\_\_\_\_.

ADOPTED this 20th day of March, 2023, by a roll call vote, as follows:

AYES: \_\_\_\_\_

NAYS: \_\_\_\_\_

ABSENT: \_\_\_\_\_

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President, Board of Education

ATTEST TO:

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Secretary, Board of Education

## EXHIBIT A

### NOTICE OF DISMISSAL AND NON-REEMPLOYMENT (Fourth Year Probationary Teacher)

CERTIFIED MAIL, RETURN RECEIPT REQUESTED,  
AND FIRST CLASS U.S. MAIL

March 21, 2023

EMPLOYEE NAME  
EMPLOYEE ADDRESS  
EMPLOYEE CITY, STATE and ZIP CODE

Dear Mr. /Ms. EMPLOYEE LAST NAME:

The Board of Education of Oswego Community Unit School District 308, Kendall County, Illinois, regrets to advise you that, pursuant to Section 24-11 of the *Illinois School Code* (105 ILCS 5/24-11), you are to be dismissed effective at the end of the 2022-2023 school term and not be re-employed for the 2023-2024 school term. The reason for your dismissal is unsatisfactory professional practice. Please accept this notice via certified mail, return receipt requested, at least forty-five (45) days before the end of the 2022-2023 school term as required by statute.

Accordingly, your employment with Oswego Community Unit School District 308 shall terminate as of the end of the 2022-2023 school term.

The Board of Education thanks you for your services to Oswego Community Unit School District 308 and wishes you the best in your future endeavors.

Should you have any questions regarding the terms and conditions of your dismissal or your rights to receipt of your benefits based upon this action, please contact Executive Director of Human Resources, Mr. Kenneth Miller.

Very truly yours,

Board of Education  
Oswego Community Unit School District 308  
Kendall County, Illinois

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President, Board of Education

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Secretary, Board of Education