

MINUTES OF A **REGULAR MEETING** OF THE BOARD OF EDUCATION, THORNTON TOWNSHIP HIGH SCHOOL DISTRICT NO. 205, COOK COUNTY, ILLINOIS, HELD ON **WEDNESDAY, MAY 10, 2017** IN THE STUDENT CAFETERIA AT THORNWOOD HIGH SCHOOL, 17101 SOUTH PARK AVENUE, SOUTH HOLLAND, ILLINOIS, BEGINNING AT 6:30 P.M.

The meeting was called to order at 6:30 p.m. President Graham made the following announcement: Any person may record or broadcast an open Board meeting. Recording meetings shall not distract or disturb participants. Please know if you participate in public participation, you are part of the Board meeting and may be taped.

ANNOUNCEMENT  
BY BOARD  
PRESIDENT

On roll call, Members Butler, Cruz, Graham, Lawrence, Moody and Whittington answered. Members Banks was absent. Dr. Leotis D. Swopes, Superintendent; Dr. Jerry B. Doss, Assistant Superintendent for Human Resources; Mr. Toriano Horton, Director of Business Operations; Mr. Brett Fickes, Director of Curriculum; Mr. Thomas Porter, Director of Pupil Personnel Services; Mr. John Arrington, Director of College and Career Partnerships; Mr. Tony Ratliff, Thornton Principal; Mrs. Ebonie Williams, Thornridge Principal; Mr. Dennis Willis, Thornwood Principal and Mr. James Petrungaro, legal counsel, were also present.

ROLL  
CALL

**Report from Curriculum Committee:** Mr. Fickes reported that the next Curriculum Committee will be held on June 8, 2017. Topics covered will be dual credit courses, metal shop initiative update, MWEA assessments and summer school.

COMMITTEE OF  
THE WHOLE

At 6:34 p.m., Mr. Banks joined the meeting.

MR. BANKS JOINED  
MEETING

**Report from Finance Committee:** Mr. Horton reported that a Finance Committee meeting was held on May 2, 2017. The minutes will be posted on the District website. Seven of the nine action items were approved and will be presented at tonight's meeting. The next Finance Committee meeting will be held on June 6, 2017.

COMMITTEE OF  
THE WHOLE, Con't.

**Report from Policy Committee:** None.

**Report from Discipline Committee:** None.

**Report from Facilities Committee:** Mr. Garrett reported that the last Facilities Committee meeting was combined with the Finance Committee and five of the items are on tonight's agenda for approval. The next Facilities Committee meeting will be held on May 25, 2017.

Mr. Banks moved, Mrs. Lawrence seconded, to **Approve the Consent Agenda**, which includes the following:

CONSENT AGENDA

- The District 205 bills as presented for payment dated April 13 through May 10, 2017.

BILLS

On roll call, Members Banks, Butler, Cruz, Graham, Lawrence, Moody and Whittington voted aye; nay, none; motion passed.

Mrs. Lawrence moved, Mrs. Whittington seconded, to **Approve the Consent Agenda**, which includes the following:

PERSONNEL

- Personnel dated May 10, 2017 (Resignations, Leave of Absence, New Hires and Terminations).

On roll call, Members Banks, Butler, Cruz, Graham, Lawrence, Moody and Whittington voted aye; nay, none; motion passed.

The following individuals spoke during Public Participation:

PUBLIC  
PARTICIPATION

- Ken Wendorff (Thornwood teacher) asked "Where is Technology?" He stated that his son has one-on-one technology at Glenbard East High School. Glenbard's operating expenditures are \$16,000 per pupil. Thornwood's operating expenditures are \$20,000 per pupil. Education spending at both schools is \$11,000. So, why are District 205 students left behind in technology? He also stated it is out of order for the Superintendent to use District 205 email to discuss discipline relating to an employee.

- Felita Crayton (Dolton) 1) thanked Dr. Doss for responding to her FOIA and requested a hard copy; 2) asked if the bids gone out for food service, and 3) hopes a committee for the food service includes more than board members and administrators. Mr. Horton responded: 2) the bid packets are being reviewed by the state.

PUBLIC  
PARTICIPATION,  
Con't.

Dr. Doss reported that since the last scheduled Board meeting, there have been three Freedom of Information Act requests received and responded to within the allotted period of time.

FOIA

Mr. Arrington presented the following information:

COMMUNICATIONS

- 2017 Graduation will be Sunday, May 21, 2017 at 3:00 p.m. for all schools.
- Summer School registration dates are May 3 and 17, 2017 from 4:00 – 7:00 p.m.
- A celebration of mothers will be held on May 26, 2017 at Thornwood from 5:00 – 8:00 p.m. sponsored by the Hispanic Outreach Leadership Association.
- The Student Board election was held and the results are in for the next school year.
- Brett Fickes, Director of Curriculum and Instruction, is a recipient of the Josephine Elizabeth Seaton Franklin Foundation Vision Quest Award which will be presented to him on May 20, 2017.
- Thornridge Jazz Band received a superior rating (39.5 out of 40) and the Concert Band received a superior rating (49.6 out of 50) at the IHSA State Organizational.
- Thornridge presented scholarships at its 3<sup>rd</sup> Annual AVID Awards Banquet.
- The Wildcat Olympic Team won 9 gold medals, 4 bronze medals and 8 athletes qualified for state competition.
- Thornton Advisory Council hosted an Old School vs. New School basketball game. The final score was New School: 84, Old School 81.
- Thornton IB students David Clay received a \$68,000 per year scholarship to Vanderbilt University and Maribel Salgado received a \$69,000 per year scholarship to Wesleyan University.
- Special Olympic athletes competed in the Area 7 Track and Field meet on May 6, 2017 at Richards High School. First place athletes will advance to the State Track and Field meet at ISU on June 9-11, 2017.
- Thornwood Engineering Robotics team won 2<sup>nd</sup> place at the Southworks Robotics Olympics hosted by the South Suburban Mayors and Managers Association and the Chicago Southland EDC.
- Mr. Michael Blair, co-founder of A Few Good Men, and Thornwood student members spoke of the benefits of this male mentoring program which began in 2011 with 17 young men and today consists of 175 graduates and current students. The mission of A Few Good Men is to teach, build confidence and mold young men to become responsible adults, focusing on brotherhood, scholarship and service learning. A Few Good Men student members have the highest GPA's and best attendance of any student activity group in the district. The Board provided them with medals for all their efforts.

Mrs. Lawrence moved, Mr. Butler seconded, to **Move Agenda Item No. 10.J., Faculty Association, to Item 9 on the Agenda.** On roll call, Members Banks, Butler, Cruz, Graham, Lawrence, Moody and Whittington voted aye; nay, none; motion passed.

MOVE AGENDA  
ITEM NO. 10.J.

Mr. Dwayne Bearden, Faculty Association President, stated that as he presented at the September Board meeting, the four key elements that will move the district forward are collaboration, communication, transparency and respect. Unfortunately, these have not been met, i.e., the implementation of SB100, creation of PEACE Center, Outlook Academy, Division Leaders and district finances. Instead of the administration working with the association, the president and executive director have been reprimanded. This does not help meet the needs of our students. The association still desires to work with the Superintendent, Board and administration to move the district in the right direction, but their rights as an association must be respected.

FACULTY  
ASSOCIATION

Mr. Cliff Taylor and Dr. Theresa Dixon spoke on behalf of Insure Source and the Gloria J. Taylor Foundation, which was founded in 1996 in memory of their mother, a community servant who believed in helping children do better things in life by sponsoring college trips and other activities. Mr. Taylor presented the following seniors with a \$1,000 scholarship to pursue their college career: Trinity Simmons from Thornridge who will attend Concordia University and David L. Clay from Thornton who will attend Vanderbilt.

INSURE SOURCE &  
GLORIA J. TAYLOR  
FOUNDATION

Mr. Butler moved, Mrs. Moody seconded, to **Move Approve the Out-of-State Field Trip** as presented by Dr. Doss for four Student Board members and two chaperones to travel to Washington D.C. to compete in the Jefferson Awards National Competition. The Jefferson Awards organization will fund the cost of two students and one chaperone. This is the 8<sup>th</sup> consecutive time District 205 has reached this level of competition. On roll call, Members Banks, Butler, Cruz, Graham, Lawrence, Moody and Whittington voted aye; nay, none; motion passed.

APPROVAL OF  
OUT-OF-STATE  
FIELD TRIP

Mrs. Whittington moved, Mrs. Cruz seconded, to **Approve the IRA Educational Foundation, ProStart Culinary Curriculum** as presented by Mr. Horton for the purchase of the Pro-State Curriculum for all three schools from IRA Educational Foundation in the amount of \$18,000.00 for one year. The funding source is the Perkins Grant. On roll call, Members Banks, Butler, Cruz, Graham, Lawrence, Moody and Whittington voted aye; nay, none; motion passed.

APPROVAL OF IRA  
EDUCATIONAL  
FOUNDATION PRO  
START CULINARY  
CURRICULUM

Mr. Butler moved, Mrs. Lawrence seconded, to **Approve the Thornridge CTE Technology Purchase** as presented by Mr. Horton for the purchase of 30 computers from Dell for the CTE program at Thornridge from in the amount of \$30,099.84. On roll call, Members Banks, Butler, Cruz, Graham, Lawrence, Moody and Whittington voted aye; nay, none; motion passed.

APPROVAL OF  
THORNRIDGE CTE  
TECHNOLOGY  
PURCHASE

Mrs. Whittington moved, Mr. Butler seconded, to **Approve the Asbestos/Mercury Abatement Bid** as presented by Dr. Horton be awarded to the lowest bidder, Celtic, in the amount of \$427,260.00. On roll call, Members Butler, Cruz, Graham, Lawrence, Moody and Whittington voted aye; Mr. Banks passed; nay, none; motion passed.

APPROVAL OF  
ASBESTOS/  
MERCURY  
ABATEMENT

Mr. Butler moved, Mrs. Cruz seconded, to **Approve the Tuck Pointing Phase 1 Bid** as presented by Mr. Horton be awarded to the lowest bidder, B.E.T.O.N. Construction Co., in the amount of \$866,800.00. The funding source is capital bonds. On roll call, Members Butler, Cruz, Graham, Lawrence, Moody and Whittington voted aye; Mr. Banks passed; nay, none; motion passed.

APPROVAL OF  
TUCK POINTING  
PHASE 1

Mr. Butler moved, Mrs. Lawrence seconded, to **Approve the Stadium Upgrades Phase 2 Bid** as presented by Mr. Horton be awarded to the lowest bidder, Tower Contracting, in the amount of \$2,508,000.00 to repair asphalt, outside buildings, correct fields and site draining. The funding source is capital bonds. On roll call, Members Banks, Butler, Cruz, Graham, Lawrence, Moody and Whittington voted aye; nay, none; motion passed.

APPROVAL OF  
STADIUM  
UPGRADES  
PHASE 2

Mrs. Moody moved, Mr. Butler seconded, to **Approve the Bathroom Renovations Bid** as presented by Mr. Horton be awarded to the lowest bidder, Complete Construction Resources, in the amount of \$2,294,000.00 to remove asbestos and mercury. The funding source is capital bonds. In response to the Board, Mr. Garrett stated the renovations are for approximately 26 bathrooms at Thornwood and domestic water mains at Thornton. Phase 2 will occur next year and includes upgrades and renovations at Thornridge and Thornton as well as domestic main upgrades at Thornridge. On roll call, Members Butler, Cruz, Graham, Lawrence, Moody and Whittington voted aye; Mr. Banks passed; nay, none; motion passed.

APPROVAL OF  
BATHROOM  
RENOVATIONS BID

Mrs. Lawrence moved, Mrs. Whittington seconded, to **Approve the Fieldhouse Renovations** at Thornwood and Thornton as presented by Mr. Horton be awarded to the lowest bidder, Chicago Heights Construction Co., in the amount of \$2,629,000.00 to remove and replace flooring and sports equipment containing asbestos and mercury. The funding source is capital bonds. On roll call, Members Butler, Cruz, Graham, Lawrence, Moody and Whittington voted aye; Mr. Banks passed; nay, none; motion passed.

APPROVAL OF  
FIELDHOUSE  
RENOVATIONS BID

Dr. Swopes expressed sentiment for Teachers' Appreciation Week. A great teacher can instill a love of learning which helps to build a successful future and recognize good in a student when they feel they have nothing to offer. He came from a poor family in Arkansas and a teacher made the difference in his life. He believes teachers devote their lives to inspire and give children the tools to succeed. The Superintendent of District 205 and Board of Education are ingratiated by the quality, significance and magnitude of the teachers' service to our students.

SUPERINTENDENT  
REPORT

He recognized Mr. Tony Ratliff as Illinois Principal of the Year for the South Region.

A workshop on Educating the African American/Latino Male and Female Child was attended by deans and assistant principals on May 2-3, 2017. The workshop focused on school culture, traits of master teachers and alternative options for educating African American/Latino Male and female children.

On April 6, 2017 District 205 received a charter school proposal from Bridgescape Academy. A public meeting will be held on May 17, 2017 at Thornwood High School to obtain information to enable the Board to either grant or deny the proposal.

At 7:30 p.m., Mrs. Lawrence moved, Mr. Butler seconded, to go into **Executive Session** pursuant to Section 2C of the Illinois Open Meetings Act to consider:

EXECUTIVE  
SESSION

- 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;
- Student discipline;
- Collective negotiating matters;
- Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent.

On roll call, Members Banks, Butler, Cruz, Graham, Lawrence, Moody and Whittington voted aye; nay, none; motion passed.

At 11:55 p.m., Mrs. Lawrence moved, Mr. Banks seconded to **Reconvene Regular Session**. On roll call, Members Banks, Butler, Graham, Lawrence, Moody and Whittington voted aye; nay, none; motion passed.

RECONVENE  
REGULAR SESSION

Mrs. Lawrence moved, Mrs. Moody seconded, to **Approve the Issuance of a Notice to Remedy to Teacher, Sam Agyarko**. On roll call, Members Banks, Butler, Graham, Lawrence, Moody and Whittington voted aye; nay, none; motion passed.

NOTICE TO  
REMEDY TO SAM  
AGYARKO

Mrs. Moody moved, Mrs. Lawrence seconded, to **Approve the Issuance of a Notice to Remedy to Teacher, Gerald Doughty**. On roll call, Members Banks, Butler, Graham, Lawrence, Moody and Whittington voted aye; nay, none; motion passed.

NOTICE TO  
REMEDY TO  
GERALD DOUGHTY

Mrs. Moody moved, Mrs. Lawrence seconded, to **Affirm the Decision of the Superintendent to Suspend Gerald Doughty**. On roll call, Members Banks, Butler, Graham, Lawrence, Moody and Whittington voted aye; nay, none; motion passed.

SUSPENSION OF  
GERALD DOUGHT

Legal counsel clarified that there was no action at this meeting concerning student discipline or the AFSCME grievance. Action was taken related to one (1) teacher.

LEGAL COUNSEL  
STATEMENT

At 11:59 p.m., Mrs. Lawrence moved, Mr. Butler seconded, to **Adjourn the Meeting**. On roll call, Members Banks, Butler, Graham, Lawrence, Moody and Whittington voted aye; nay, none; motion passed.

ADJOURNMENT

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President

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Secretary

rp(brd.mins 5-10-17)  
**REGULAR SESSION**

MINUTES OF AN **EXECUTIVE SESSION** OF A **REGULAR MEETING** OF THE BOARD OF EDUCATION, THORNTON TOWNSHIP HIGH SCHOOL DISTRICT NO. 205, COOK COUNTY, ILLINOIS, HELD ON **WEDNESDAY, MAY 10, 2017** IN THE STUDENT CAFETERIA AT THORNWOOD HIGH SCHOOL, 17101 SOUTH PARK AVENUE, SOUTH HOLLAND, ILLINOIS, BEGINNING AT 6:30 P.M.

At 7:30 p.m., Mrs. Lawrence moved, Mr. Butler seconded, to go into **Executive Session** pursuant to Section 2C of the Illinois Open Meetings Act to consider 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; student discipline; collective negotiating matters; litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent. On roll call, Members Banks, Butler, Cruz, Graham, Lawrence, Moody and Whittington voted aye; nay, none; motion passed.

EXECUTIVE  
SESSION

The meeting convened at 7:58 p.m. On roll call, Members Banks, Butler, Graham, Lawrence, Moody and Whittington answered. Member Cruz was absent. Dr. Leotis D. Swopes, Dr. Jerry B. Doss, Mr. Toriano Horton, and Legal Counsel, Mr. Justin Petrarca and Mr. James Petrungaro were also present.

ROLL CALL

Mr. Petrungaro updated the Board on the Mittal Steel property tax assessment settlement, which will be spread over the next two tax years. The matter will be tabled until full clarification is obtained from Attorney Mullins. A discrimination suit was filed by parents of a student at AFL and it will now go to formal mediation. An update on the Sherry Jackson discrimination suit was given with background information to the new Board members. The Gerald Doughty Appeal of Suspension was discussed.

LITIGATION  
UPDATE

At 8:20 p.m., Dwayne Bearden, President; Gerald Doughty, Executive Director; Michell Mangino, Grievance Committee Chairperson and Tomika Halsey, IEA Director, joined the meeting.

FACULTY  
ASSOCIATION  
JOINED MEETING

Ms. Halsey gave the background of Mr. Doughty and provided testimony on his behalf. Dr. Swopes gave a statement of the findings by the administration.

PERSONNEL

At 8:34 p.m., Patricia Brucki joined the meeting.

PATRICIA BRUCKI  
JOINED MEETING

Mrs. Brucki stated she is the teacher at District 205, and testified as a character witness on behalf of Mr. Doughty. Ms. Halsey and legal counsel agreed written statements will be attached to executive session minutes as a recording of the proceeding.

PERSONNEL, Con't.

At 8:40 p.m., Mrs. Brucki left the meeting.

PATRICIA BRUCKI  
LEFT MEETING

At 8:41 p.m., James Drake joined the meeting.

JAMES DRAKE  
JOINED MEETING

Mr. Drake stated he is the Area Instructional Leader for Fine Arts at District 205, and testified as a character witness on behalf of Mr. Doughty.

PERSONNEL, Con't.

At 8:47 p.m., Mr. Drake left the meeting.

JAMES DRAKE  
LEFT MEETING

Mr. Doughty gave a chronological account of the investigation and reviewed his tenured history to the Board.

PERSONNEL, Con't.

At 9:15 p.m., Mr. Bearden, Mr. Doughty, Ms. Mangino and Ms. Halsey left the meeting.

FACULTY  
ASSOCIATION LEFT  
MEETING

It was agreed the character statements will be attached to the record.	PERSONNEL, Con't.
At 9:20 p.m., Mr. Bearden, Mr. Doughty, Ms. Mangino and Ms. Halsey joined the meeting.	FACULTY ASSOCIATION JOINED MEETING
Mr. Doughty continued his account of the investigation leading up to his suspension and responded to questions by legal counsel. Mr. Bearden provided his testimony and Ms. Halsey concluded with a statement for the reversal of the decision of suspension.	PERSONNEL, Con't.
At 10:00 p.m., Mr. Bearden, Mr. Doughty, Ms. Mangino and Ms. Halsey left the meeting.	FACULTY ASSOCIATION LEFT MEETING
No one was present and Ms. Halsey was not aware regarding the second notice to remedy involving interaction with students. A discussion ensued regarding teacher contract language, Superintendent authority to issue suspensions and testimonies heard at this meeting. The conclusion was to affirm the Superintendent's decision.	PERSONNEL, Con't.
At 10:35 p.m., Camille Robinson, Donna Crabtree and Kevin Watson joined the meeting.	AFSCME MEMBERS JOINED MEETING
Mr. Watson presented Grievance No. 02-1617-TW-CR regarding extra secretarial duties on behalf of AFSCME employee, Camille Robinson. Mrs. Crabtree, Dist. 205 AFSCME Union President, expressed that school building protocols are different regarding secretarial duties.	GRIEVANCE NO. 02- 1617-TW-CR
Mr. Watson presented Grievance No. 03-1617-TW-CR regarding contract violation on behalf of AFSCME employee, Camille Robinson.	GRIEVANCE NO. 03- 1617-TW-CR
A discussion ensued concerning qualifications for selection of clerical staff. Mr. Watson advised that the matter will move to mediation if the decision is not in favor of the employee.	DISCUSSION
At 11:36 p.m., Camille Robinson, Donna Crabtree and Kevin Watson left the meeting.	AFSCME MEMBERS LEFT MEETING
Discussion continued about the grievance and past practice of hiring employees. Legal counsel advised no grievance can be brought regarding past practice – only terms of the contract. The bio clock will be coming next year. This grievance will be tabled.	BOARD DISCUSSION
Dr. Doss advised the Board regarding the teacher conduct and altercation with student matter. The teacher declined to come before the Board; the Board will adopt the resolution.	
At 11:45 p.m., Mr. Butler moved, Mrs. Lawrence seconded, to <b>Return to Regular Session</b> . On roll call, Members Banks, Butler, Graham, Lawrence, Moody and Whittington voted aye; nay, none; motion passed.	RETURN TO REGULAR SESSION

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President

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Secretary