

MINUTES OF A **REGULAR MEETING** OF THE BOARD OF EDUCATION, THORNTON TOWNSHIP HIGH SCHOOL DISTRICT NO. 205, COOK COUNTY, ILLINOIS, HELD ON **WEDNESDAY, MARCH 9, 2016** IN THE AUDITORIUM AT THORNTON HIGH SCHOOL, 15001 BROADWAY AVENUE, HARVEY, ILLINOIS, BEGINNING AT 6:30 P.M.

The meeting was called to order at 6:35 p.m. President Lawrence made the following announcement: Any person may record or broadcast an open Board meeting. Special requests to facilitate recordings or broadcast an open Board meeting should be directed to the Superintendent at least 24 hours before the meeting. Recording meetings shall not distract or disturb Board members, other meeting participants or members of the public. The President may designate a location for the recording equipment. 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 Banks, Butler, Graham, Lawrence and Whittington answered. Members Gibbs and Williams were absent. Dr. Leotis D. Swopes, Interim Superintendent; Dr. Jerry Doss, Director of 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; Mrs. Maria Brunson, Director of Information Technology; Mr. Tony Ratliff, Thornton Principal; Mr. James Walton, Thornridge Principal; Mr. Dennis Willis, Thornwood Principal and Mr. James Petrunaro, legal counsel, were also present.

ROLL
CALL

Report from Curriculum Committee: Mr. Fickes reported the next Curriculum meeting will take place after Spring Break. The primary focus will be SAT assessments, as ISBE recently announced replacing the ACT with SAT testing. Updates will also be given on the credit recovery program and other key programs.

COMMITTEE OF
THE WHOLE

Report from Finance Committee: Mr. Butler reported that at the last meeting, the items discussed were bonds, PTAB's (property tax appeal board actions) and the scrap metal program.

Report from Policy Committee: Dr. Doss reported that the Policy Committee met with a policy consultant from the Illinois Association of School Boards to review and revise the entire Board policy to assure its compliance with the law. Meetings are posted on the website and all are invited to attend.

Report from Discipline Committee: No report.

Report from Facilities Committee: No report.

Mr. Banks moved, Mrs. Whittington seconded, to **Remove the Bills Dated February 12, 2016 the Consent Agenda**, as there was no bill run on that date. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

CONSENT AGENDA

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

MINUTES

- Minutes of the Regular Meeting and Executive Session of January 13, 2016.
- The District 205 bills as presented for payment dated February 19, February 26 and March 3, 2016.
- Personnel dated March 9, 2016 (Resignations, Leave of Absence and Employment) including:
 - Certified employment: Jamila Jones, Spanish Instructor at Step 6
 - Non-certified employment: Tamara Shackelford, Administrative Assistant, \$19,318 replacing T. Waller
 - Retirement: Raquel DeLaRosa, Paraprofessional, effective August 19, 2016
 - Carl Matikean, Thornton Science Instructor
 - Yvonne Nesbitt, Thornridge Speech Instructor, effective 2016
 - Teri Oancea, Thornton Science Instructor, effective end of 2018-19
 - Judy Peterson, Thornwood Special Education Instructor, effective end of 2019-20
 - Terry Wells, Thornton Social Studies Instructor, effective end of 2017-18
 - Laura Willis-Moss, Thornridge Math Instructor, effective end of 2017-18

BILLS

PERSONNEL

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

CONSENT AGENDA,
Con't.

The following individuals spoke during Public Participation:

PUBLIC
PARTICIPATION

- Felita Crayton (Dolton) asked: 1) what is the Board's plan if attendance rates are not met for the 2017-18 school year; 2) what is the status of the Superintendent search, and 3) what is the status of the bond issue. She has concerns about: 1) Mr. Gibbs' vacant seat and questioned if she lives within District 205, and 2) policy meetings being held at 1:00 p.m. only applies to a select few. The Board instructed administration to address her concerns.
- Bambade Abdullah (South Holland) has worked with youth for 30 years. Trauma to students makes it difficult to control their emotions and affects learning. She asked for the Board's support for an agreement between District 205 and the UIC Urban Health Program to address childhood trauma.

Mr. Doss reported that since the last scheduled Board meeting, there has been one Freedom of Information Act request completed with none pending. All requests were responded to within the allotted period of time.

FOIA

Mr. Arrington presented the following information:

COMMUNICATIONS

- Thornridge student Rodney Jackson advanced to the final round in the Dramatic Interpretation at the IHSA State Speech Tournament and placed 7th in the State.
- Thornridge Band received 20 Superior Division 1 ratings and 7 Excellent Division II ratings at the 2016 IHSA Solo and Ensemble.
- Thornridge Drumline placed 3rd in the Divas and Gents competition at Julian High School.
- Students from Thornridge and Thornton had their artwork on display at the South Suburban College Art Festival last week.
- Thornton members of Rho Kappa National Honor Society finished in 1st place in the Know Your Heritage Bowl sponsored by the Top Ladies of Distinction and Top Teens of America.
- Seven Thornton students received Division I Superior ratings and seven students received Division II Excellent ratings for their solo performances at the IHSA Solo and Ensemble. The saxophone ensemble received a Superior rating.
- Thornton students Allen Davis and Arianna Thompson are Gates Millennium Scholarship finalists.
- Thornton basketball team students will travel to Illinois State University to participate in the Olympic Basketball tournament.
- Thornton students Angelica Parker and Waynemonnd Cotton advanced to the final round in Humorous Duet Acting and placed 7th in the State at the IHSA State Speech Tournament.
- Thornton's Varsity Basketball team won the regional championship against Bloom.
- Thornwood Special Olympics Rhythmic Gymnastics team competed at Palatine High School and did an amazing job.
- Thornwood Special Olympics athlete, Jamiah Shepard, is heading to the 2017 Special Olympics Winter World Games in Austria and will representing the United States as a member of the snowshoe team.
- Thornwood's A Few Good M.E.N., hosted "*How to Treat a Lady Day*". Students bought 1,000 carnations and gave them to every female student in the building.
- Thornwood's Quest Washington placed 8th in the State in Original Oratory at the IHSA State Speech Tournament.

Mr. Butler moved, Mr. Banks seconded to **Ratify the Overnight Field Trip** as presented by Mr. Walton for student Rodney Jackson and one chaperone to travel to Peoria, Illinois to compete in the IHSA State Speech Tournament from February 18-21, 2016. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

RATIFICATION OF
OVERNIGHT FIELD
TRIP

Mr. Bank moved, Mr. Butler seconded to **Ratify the Overnight Field Trip** as presented by Mr. Pearson for four students and four chaperones to travel to Peoria, Illinois to compete in the IHSA State Speech Tournament from February 18-21, 2016. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

RATIFICATION OF
OVERNIGHT FIELD
TRIP

Ms. Graham moved, Mrs. Whittington seconded to **Approve the Overnight Field Trip** as presented by Mr. Pearson for nine New Generation of Men students and three chaperones to travel to Vashon High School in St. Louis, Missouri, from March 18-20, 2016 to participate in a step show competition. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
OVERNIGHT FIELD
TRIP

Mrs. Whittington moved, Mr. Butler seconded to **Approve the Field Trip to Edwardsville, Illinois** as presented by Mr. Pearson for 54 AVID students and 5 chaperones to travel to Southern Illinois University Edwardsville campus on March 23, 2016 for a college field trip. A discussion ensued regarding the student/chaperones ratio. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
FIELD TRIP TO
EDWARDSVILLE, IL

Mrs. Whittington moved, Mr. Banks seconded to **Approve the Out-of-State Field Trip** as presented by Mr. Pearson for 54 AVID students and 5 chaperones to travel to Purdue University in Lafayette, Indiana on April 6, 2016 for a college field trip. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
OUT-OF-STATE
FIELD TRIP

Dr. Swopes reported that during the transition of No Child Left Behind (NCLB) to the Every Student Succeeds Act, the two District 205 schools in priority status and the one District 205 school in focus status will not change but will transfer over.

SUPERINTENDENT
REPORT

He also reported that he received an anonymous letter from security company employees regarding benefits, etc. The district hired the security company and does not assign their employee benefits. If any expectations are not fulfilled, perhaps the security services need to be rebid.

At 7:13 p.m., Mr. Butler moved, Ms. Graham seconded to go into **Executive Session** pursuant to Section 2C of the Illinois Open Meetings Act to consider:

EXECUTIVE
SESSION

- Student discipline, 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;
- Collective negotiating matters, and
- Litigation, when an action against the District, 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, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

At 11:18 p.m., **Regular Session Reconvened.** On roll call, Members Banks, Butler, Graham, Lawrence and Whittington answered.

RECONVENE
REGULAR SESSION

Mr. Butler moved, Mr. Banks seconded, to **Hold the Expulsion in Abeyance** for Student Case No. TT-1516-1 for placement at R.I.S.E. through December 2016 with good behavior. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

STUDENT CASE
NO. TT-1516-1

Mr. Banks moved, Mr. Butler seconded, to Hold the Expulsion in Abeyance for Student Case No. 02-19-15616-04 for placement at R.I.S.E. through December 2016 with good behavior. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.	STUDENT CASE NO. 02-19-15616-04
Mr. Butler moved, Ms. Graham seconded, to Uphold the Expulsion for Student Case No. 01-16-1516-1 through June 2017. On roll call, Members Butler, Graham, Lawrence and Whittington voted aye; Member Banks passed; nay, none; motion passed.	STUDENT CASE NO. 01-16-1516-1
Mr. Butler moved, Ms. Graham seconded, to Uphold the Expulsion for Student Case No. 03-16-1516-3 through December 2016. On roll call, Members Butler, Graham, Lawrence and Whittington voted aye; Member Banks passed; nay, none; motion passed.	STUDENT CASE NO. 03-16-1516-3
Mr. Butler moved, Ms. Graham seconded, to Hold the Expulsion in Abeyance for Student Case No. 01-17-1516-4 for placement at Academy for Learning through December 2016. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.	STUDENT CASE NO. 01-17-1516-4
Ms. Graham moved, Mr. Butler seconded, to Hold the Expulsion in Abeyance for Student Case No. 01-19-1516-5 for placement at Academy for Learning through December 2016. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.	STUDENT CASE NO. 01-19-1516-5
Mr. Butler moved, Ms. Graham seconded, to Hold the Expulsion in Abeyance for Student Case No. 04-16-1516-7 for placement at Academy for Learning through December 2016. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.	STUDENT CASE NO. 04-16-1516-7
Mr. Butler moved, Mr. Banks seconded, to Uphold the Expulsion for Student Case No. 06-16-156-8 through 2017. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.	STUDENT CASE NO. 06-16-156-8
Mr. Banks moved, Mr. Butler seconded, to Hold the Expulsion in Abeyance for Student Case No. 07-16-1516-9 for placement at Academy for Learning through December 2016. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.	STUDENT CASE NO. 07-16-1516-9
Ms. Graham moved, Mr. Butler seconded, to Hold the Expulsion in Abeyance for Student Case No. 09-16-1516-11 for placement at Academy for Learning through December 2016. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.	STUDENT CASE NO. 09-16-1516-11
Mrs. Whittington moved, Mr. Butler seconded to Hire Dr. Leotis D. Swopes as Superintendent for Thornton Township High School Dist. 205 through June 30, 2018 in the amount of \$225,000.00 per year. Details of the contract are forthcoming. President Lawrence stated that HYA & Associates presented information regarding the Superintendent search process and their contract was approved on October 14, 2015. An online survey was posted on the District 205 website from December 2-11, 2015. Hundreds of responses were received from stakeholders. A letter to stakeholders was posted on the District 205 website including open forums dates announcing Thornridge on December 8, Thornton and Thornwood on December 10. Focus group meetings for input were held with 11 groups within the district. On roll call, Members Butler, Graham, Lawrence and Whittington voted aye; Member Banks voted nay; motion passed.	HIRING OF ADMINISTRATOR

Mr. Banks moved, Mr. Butler seconded to **Approve the Settlement Contract with Former Employee**, Mr. Thomas Siggers, in the amount of Twenty-two Thousand Seven Hundred Fifty (\$22,750.00) Dollars, which amount will be paid by the District's insurance carrier. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
SETTLEMENT
AGREEMENT WITH
FORMER
EMPLOYEE

Mr. Butler moved, Mr. Banks seconded to **Approve the Administrator's Contract Amendment** with Mrs. Maria Brunson regarding tuition reimbursement. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
ADMINISTRATOR'S
CONTRACT
AMENDMENT

At 11:35 p.m., Mr. Butler moved, Ms. Graham seconded, to **Adjourn the Meeting**. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

ADJOURNMENT

President

Secretary

MINUTES OF AN **EXECUTIVE SESSION** OF A **REGULAR MEETING** OF THE BOARD OF EDUCATION, TOWNSHIP HIGH SCHOOL DISTRICT NO. 205, COOK COUNTY, ILLINOIS, HELD ON **WEDNESDAY, MARCH 9, 2016** IN THE AUDITORIUM AT THORNTON HIGH SCHOOL, 15001 BROADWAY AVENUE, HARVEY, ILLINOIS, BEGINNING AT 6:30 P.M.

At 7:13 p.m., Mr. Butler moved, Ms. Graham seconded to go into Executive Session pursuant to Section 2C of the Illinois Open Meetings Act to consider: Student discipline, 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; Collective negotiating matters, and Litigation, when an action against the District, 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, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.	EXECUTIVE SESSION
The meeting convened at 7:41p.m. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington answered. Members Gibbs and Williams were absent. Dr. Leotis D. Swopes, Dr. Jerry Doss and Mr. James Petrungaro were also present.	ROLL CALL
The Board and legal counsel discussed the contract amendment for Maria Brunson regarding tuition reimbursement.	PERSONNEL
Legal counsel and the Board discussed the Siggers case (age discrimination) which will be settled by the insurance company for \$22,750.	LITIGATION UPDATE
The Board has authorized \$300,000 to settle the John Thomas breach of contract claim and rescind the termination letter as part of the settlement.	
Dr. Doss discussed the missing MacBook laptops and it was agreed a complete inventory be done and tracking software be implemented.	
At 8:06 p.m., Lea Coffey and Darryl Phillips, parents, and Jessica Schneider and Aditi Singh representing the Chicago Lawyers Committee for Civil Rights, joined the meeting.	PARENTS JOINED MEETING
Ms. Schneider is legal counsel representing students Coffey and Reid. Ms. Coffey and Mr. Phillips spoke in defense of their child.	STUDENT DISCIPLINE
At 8:13 p.m., Ms. Coffey and Mr. Phillips left the meeting.	PARENTS LEFT MEETING
Ms. Singh spoke in defense of student Reid.	STUDENT DISCIPLINE, Con't.
At 8:15 p.m., Ms. Schneider and Ms. Singh left the meeting.	LEGAL COUNSEL LEFT MEETING
At 8:17 p.m., Mr. Holmes joined the meeting.	MR. HOLMES JOINED MEETING
Mr. Holmes advised the Board that student Coffey is not being expelled, but has been released from the National Honor Society.	STUDENT DISCIPLINE, Con't.
At 8:25 p.m., Mr. Walsh joined the meeting.	MR. WALSH JOINED MEETING
Building Leadership reviewed expulsion/suspension hearings for Student Case Nos. TT-1516-1, TT-1516-2, 001-17-1516-03, 02-19-1516-04, 01-16-1516-1, 01-17-1516-4, 01-19-1516-5, 04-16-1516-6, 04-146-1516-7, 06-16-1516-8, 07-16-1516-9, 08-16-1516-10 and 09-16-1516-11 and responded to questions from the Board.	STUDENT DISCIPLINE, Con't.

Mr. Walsh and Mr. Holmes presented information regarding the January 29, 2016 “bomb like” incident during an assembly in the Thornwood gym, including pictures and private chat conversations, and discussed the potential danger that could have been deadly because of a senior prank. Consequences have been put in place as well as intervention tools for future student infractions. Legal counsel advised on Board action regarding expulsions including RISE and AFL placement including costs.

STUDENT
DISCIPLINE, Con’t.

At 10:17 p.m., Mr. Holmes and Mr. Walsh left the meeting.

ADMINISTRATION
LEFT MEETING

At 10:20 p.m., Mr. Pearson joined the meeting.

MR. PEARSON
JOINED MEETING

Mr. Pearson presented information on student expulsion cases and responded to questions from the Board, including developing in-school programs to help students.

STUDENT
DISCIPLINE, Con’t.

At 10:48 p.m., Dr. Swopes and Mr. Pearson left the meeting.

DR. SWOPES AND
MR. PEARSON
LEFT MEETING.

The Board discussed the details of Dr. Swopes’ contract, agreed on the length and salary and will continue contract negotiations with his attorney.

CONTRACT
DISCUSSION

At 10:52 p.m., Dr. Swopes joined the meeting.

DR. SWOPES
JOINED MEETING

The Board and Dr. Swopes discussed the offered contract which will be reviewed by his attorney before it is finalized.

CONTRACT
DISCUSSION, Con’t.

The Board discussed a financial and curriculum audit within the District. Legal counsel advised an unfair labor practice litigation still outstanding.

BOARD
DISCUSSION

At 11:18 p.m., Mrs. Lawrence moved, Mr. Banks seconded to **Return to Regular Session**. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

RETURN TO
REGULAR SESSION

President

Secretary