

MINUTES OF A **REGULAR MEETING** OF THE BOARD OF EDUCATION, THORNTON TOWNSHIP HIGH SCHOOL DISTRICT NO. 205, COOK COUNTY, ILLINOIS, HELD ON **WEDNESDAY, SEPTEMBER 10, 2014** IN THE AUDITORIUM AT THORNRIDGE HIGH SCHOOL, 15000 SOUTH COTTAGE GROVE AVENUE, DOLTON, ILLINOIS, BEGINNING AT 6:30 P.M.

The meeting was called to order at 6:30 p.m. Vice President Robinson made the following announcement: Any person may record or broadcast an open Board meeting. Special requests to facilitate recording or broadcasting an open board meeting such as seating, writing surfaces, lighting and access to electrical power shall 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 Board President may designate a location for recording equipment, may restrict the movement of individuals using recording equipment or may take such other steps as are deemed necessary to preserve decorum and facilitate the meeting. Please know, if you participate in public participation, you are part of the Board meeting and may be taped.

ANNOUNCEMENT
BY BOARD VICE
PRESIDENT

On roll call, Members Crayton, Green, Lawrence, Robinson, and Williams answered. Mr. Brett Fickes, Director of Curriculum; Mr. Thomas Porter, Director of Pupil Personnel; Mr. John Arrington, Director of College and Careers; Mr. Jerry Doss, Director of Public Relations; Mr. Tony Ratliff Principal of Thornton High School; Mr. James M. Walton, Jr., Principal of Thornridge High School; Mr. Dennis Willis, Principal of Thornwood High School; Mr. Ken Wendorff, Faculty Association President; Mr. Robert Riley and Mrs. Susan Glover, District 205 Legal Counsel, were also present.

ROLL CALL

Report from Curriculum Committee: No Report.

COMMITTEE OF
THE WHOLE

Report from Finance Committee: No Report.

Report from Policy Committee: Mrs. Williams reported that there will be a Policy Committee scheduled for October 23, 2014.

Report from Discipline Committee: No Report

Mrs. Williams moved, Mrs. Lawrence seconded, to Approve the **Consent Agenda**, which includes only the Minutes of the Regular Meeting of August 13, 2014.

CONSENT AGENDA

- The minutes of the Regular Meeting and Executive Session of August 13, 2014
- The District 205 bills as presented for payment for the months of July and August 2014; and September 5, 2014 were requested to be severed from the Consent Agenda and moved to New Business by Mr. Crayton.
- The Personnel including the Approval of Resignations, Leave of Absences and Employment dated July 9, 2014, August 13, 2014 and September 10, 2014 were requested to be severed from the Consent Agenda and moved to New Business by Mrs. Lawrence.

MINUTES: AUGUST
13, 2014

BILLS

PERSONNEL

On roll call, Members Crayton, Green, Lawrence, Robinson, and Williams voted aye; nay, none; motion passed.

Mr. Robinson stated your name will not be called if you do not list a topic; the topic is not on the current Board agenda or if Public Participation has begun. The following individuals spoke during Public Participation:

PUBLIC
PARTICIPATION

- Lufreda Shine (Dolton) read letter received from District 205 denying Dolton Bears Cheerleaders' the use of the Thornridge H.S. facility.
- Toshona Sherrod (Dolton) expressed concern regarding the Dolton Bears Cheerleaders' use of the Thornridge H.S. facility.
- Vangela Smith (Dolton) expressed concern regarding the Dolton Bears Cheerleaders' use of the Thornridge H.S. facility.
- Rosaida Ross (Dolton) expressed concern regarding the Dolton Bears Cheerleaders' use of the Thornridge H. S. facility.
- Latanjia Pryor (Calumet City) expressed concern regarding the Dolton Bears Cheerleaders' use of the Thornridge H.S. facility.

- Michelle Bivins (Dolton) expressed concern regarding the Dolton Bears Cheerleaders' use of the Thornridge H.S. facility.
- Frances Toole (Dolton) expressed concern regarding the Dolton Bears Cheerleaders' use of the Thornridge H.S. facility.
- Jessica Dennis (Dolton) expressed concern regarding the Dolton Bears Cheerleaders' use of the Thornridge H. S. facility.
- Renee Johnson (South Holland) stated her concern regarding the Thornwood Track Coach. She began to express the concern but mentioned the name of a staff employee. Legal Counsel advised her she could not openly state an employee name during open session. Mr. Robinson advised her to speak to the Board during Executive Session.
- Dennis Thomas (Downers Grove) stated he wanted to speak on the custodial services currently used by the District. Mr. Robinson stated he could not speak on the matter as it was not a part of the agenda.
- Felita Crayton (Dolton) stated she wanted to know why the Board is seeking to hire a Director of Grants. She asked: What is Jerry Doss position? Why is he being moved?

PUBLIC
PARTICIPATION
Con't.

Mr. Doss reported that since the last scheduled Board meeting, three (3) Freedom of Information Act requests were received and responded to within the allotted time. Two (2) requests are pending.

FOIA

Mr. Doss presented the following information:

COMMUNICATIONS

- Over 1200 students have and plan to participate in the annual free dental cleanings provided at all 3 schools. District 205 has provided this opportunity for students for the last 4 years.
- Congratulations to Falcons Football team on being 2-0 and snapping a 28 game losing streak.
- Thornwood Homecoming dates: September 9th Powder Puff Football Game 3 p.m. – 4:15 p.m.; September 12th, Homecoming Football Game vs. Thornton, Sophomore at 5 p.m. and Varsity at 7:30 p.m.; September 13th Homecoming Parade at 10:00 a.m.; and September 13th Homecoming Dance, 7:00 – 10:30 p.m.

Upcoming Events:

September 25, 2014 – Parent Teacher Conference, All Schools

September 26, 2014 – Parent Teacher Conference, NO SCHOOL

Mrs. Williams moved, Mr. Crayton seconded to **Approve the Bills for the months of October 2013, November 2013, December 2013, January 2014, February 2014, March 2014, April 2014, May 2014, and June 2014.** On roll call, Members Williams and Robinson voted aye; Members Crayton, Green and Lawrence voted nay; motion failed.

UNFINISHED
BUSINESS:
APPROVAL OF
BILLES: OCTOBER
2013, NOVEMBER
2013, DECEMBER
2013, JANUARY
2014, FEBUARY
2014, MARCH 2014,
APRIL 2014, MAY
2014 & JUNE 2014

Mrs. Williams moved, Mr. Crayton seconded to **Approve the Personnel: Resignations, Leave of Absences and Employment dated: November 13, 2013, December 11, 2013, January 3, 2014, February 12, 2014, March 12, 2014, April 9, 2014, May 14, 2014 and June 11, 2014.** On roll call, Members Williams and Robinson voted aye; Members Crayton, Green and Lawrence voted nay; motion failed.

UNFINISHED
BUSINESS:
APPROVAL OF
PERSONNEL:
NOVEMBER 13,
2013, DECEMBER
11, 2013, JANUARY
3, 2014, FEBRUARY
12, 2014, MARCH
12, 2014, APRIL 9,
2014, MAY 14, 2014,
& JUNE 11, 2014

Mrs. Williams announced for the record, I would like to make the community as well as the Board aware that October 9, 2013 was the last time the Board approved bills and personnel. The vote has always been a split vote of 3-3, which means that the motion did not fail but it is considered as "No action taken". This has allowed the Superintendent to continue with her fiduciary responsibilities of maintaining the day-to-day operations of the District by paying the bills and hiring the necessary personnel needed to support our students. As a result, the District has received a Double A3 Moody's Bond Rating. This is the second highest rating that a District can receive. The last rating the District received was a Double A 2. If the Board should vote not to approve past bills and personnel as well as current bills and personnel, the implication will be the following:

- All personnel that were hired after the October 9, 2013 Board meeting to date will have to be immediately terminated.
- Our students will not have the adequate amount of certified teachers, paraprofessionals, support staff, etc.
- The District will have to send letters of request to all vendors to return payments made for services that have already been rendered from October 9, 2013 to date.
- This will open the District to multiple lawsuits from employees and vendors as well as bring negative attention to the District.
- Violation of Board Policy No. 2:20:4, which states, "Approving the annual budget, tax levies, major expenditures, payment of obligations, annual audit, and other aspects of the District's financial operation; and making available a statement of financial affairs as provided in State Law.

Mr. Grossi presented the 2014-2015 tentative budget as follows:

Revenues

- ☐ R/E Taxes will grow pursuant to tax cap restrictions (CPI =1.5%).
- ☐ General State-Aid will decrease \$374,000.
- ☐ State grant revenues will decrease due to:
 - ☐ Timing of payments
 - ☐ Elimination of grant programs
 - ☐ Reimbursements due to audit findings
- ☐ Federal grants will increase as increase as carryover dollars due from Title 1 and Title 2 grants will more than offset reimbursements due from audit finding.

Expenses

- ☐ District debt payments will decrease by \$1.2 million.
- ☐ District will spend \$5 million in total capital expenses.
- ☐ Salaries and all other expenses budgeted to increase between 1% - 2%.

Mr. Crayton moved, Mrs. Lawrence seconded to **Approve the Appointment of Sarit Hampton as the IMRF Agent Authorization** as presented by Mr. Charnot. On roll call Members Crayton, Green, Lawrence, Williams, and Robinson voted aye; nay, none; motion passed.

BOARD MEMBER
STATEMENT

2014-2015 DISTRICT
205 BUDGET
PRESENTATION

IMRF AGENT
AUTHORIZATION

Mrs. Williams moved, Mr. Crayton seconded to **Approve the District Bills** for the months of July and August 2014; and September 5, 2014. On roll call Members Crayton, Green and Lawrence voted nay; Williams and Robinson voted aye; motion failed.

APPROVAL OF
DISTRICT 205 BILLS

Mrs. Williams moved, Mr. Crayton seconded to **Approve the Personnel** portion of the Consent Agenda. On roll call Members Crayton, Green and Lawrence voted nay; Williams and Robinson voted aye; nay, none; motion failed.

APPROVAL OF
PERSONNEL

Mrs. Lawrence motioned to vote separately for Certified positions only of July, August and September.

MOTION TO VOTE
ON THE CERTIFIED
STAFF

Mrs. Lawrence moved, Mr. Crayton seconded to **Vote on the Certified** staff of July, August and September. On roll call Members Crayton, Green, Lawrence, Williams and Robinson voted aye; nay, none; motion passed.

Mr. Crayton moved, Mrs. Lawrence seconded **Motion to Reconsider** the Vote on the Motion to Approve the Employment dated November 13, 2013, December 11, 2013, January 3, 2014, February 12, 2014, March 12, 2014, April 9, 2014, May 14, 2014, June 11, 2014. On roll call Members Crayton, Green, Lawrence, Williams and Robinson voted aye; nay, none; motion passed.

MOTION TO
RECONSIDER

Mr. Crayton moved, Mrs. Lawrence seconded **Motion to Modify Motion of Employment** to Certified Personnel only. On roll call Members Crayton, Green, Lawrence, Williams and Robinson voted aye; nay, none; motion passed.

MOTION TO
MODIFY MOTION
OF EMPLOYMENT

Mr. Fickes introduced Janette Morales to present on the attendance and infractions for SY 2013- 2014. The presentation provided a detailed analysis of how school absence can set students back between 1 and 2 years and the Take 5 Mentoring Program.

SUPERINTENDENT
REPORT

- Absence - What constitute a full day or ½ day
 - If a student is tardy to school for an *entire period*, they receive ½ day of attendance.
 - If a student leaves *1 period early*, they receive ½ day of attendance
 - If a student is absent *2 periods*, they receive 0 day of attendance
- Excessive Absence - Is defined by 5% or 9 days absent (excused or unexcused) of the past 178 days. This aligns student absence rates with student chronic truancy, not punitive, but reported for the sake of prevention. This tracking is used to flag students that are at risk of becoming chronically truant.

Take 5 is a **mentoring program** that addresses the **Academic, Social and Motivational & Inspirational needs of freshmen male students with a 1.0 GPA or lower.** There are **seven primary staff members** that mentor the students, communicate with the parents, provide the individual academic/behavioral plans, organize the activities and monitor the student-teacher relationships. There are *additional staff members* that also mentor students and ensure they follow the individualized plans.

At 8:09 p.m., Mrs. Lawrence moved, Mr. Crayton seconded to go into **Executive Session** pursuant to 5 ILCS 120/2(c) of the Illinois Open Meetings Act to consider student disciplinary matters; the appointment of employment, compensation, discipline or dismissal of specific employees of the public body and litigation. On roll call, Members Crayton, Green, Lawrence, Williams and Robinson voted aye; nay, none; motion passed.

EXECUTIVE
SESSION

At 10:12 p.m., Mr. Crayton moved, Mrs. Williams seconded to **Reconvene Regular Session**. On roll call, Members Crayton, Green, Lawrence, Robinson and Williams voted aye; nay, none; motion passed.

RECONVENE
REGULAR SESSION

Mr. Crayton moved, Mrs. Williams seconded to **Motion to Ratify the Settlement Agreement** between the Board and IEA related to the pending Unfair Labor Practice Charge. On roll call Members Crayton, Green, Lawrence, Robinson and Williams voted aye; nay, none; motion passed.

MOTION TO RATIFY
THE SETTLEMENT
AGREEMENT

Mr. Crayton moved, Mrs. Williams seconded **Motion to Adopt the Notice of Remedy** on Employee A, LaQuisha Leathers. On roll call Members Crayton, Green, Lawrence, Robinson and Williams voted aye; nay, none; motion passed.

MOTION TO ADOPT
THE REMEDY ON
EMPLOYEE A
(LaQuisha Leathers)

No Action Taken

MOTION TO
APPROVE
CONTRACT YEARS
FOR EMPLOYEE B

No Action Taken

MOTION TO
APPROVE
CONTRACT YEARS
FOR EMPLOYEE C

No Action Taken

GRIEVANCE NO.
073114

Motion to Approve Candidate for Director of Safety, Security and Transportation tabled to the next Board Meeting.

MOTION TO
APPROVE
CANDIDATE

Motion to Approve Candidate for Director of Grants tabled to the next Board Meeting.

MOTION TO
APPROVE
CANDIDATE

At 10:30 p.m., on September 10, 2014, Mrs. Williams moved, Mrs. Green seconded, to **Adjourn the Meeting.** On roll call, Members Crayton, Green, Lawrence, Robinson and Williams voted aye; nay, none; motion passed.

ADJOURNMENT

President

Secretary

pm(brd.mins 09-10-14)
REGULAR SESSION