

SPEED GOVERNING BOARD

CLOSED SESSION MEETING MINUTES

Regular Meeting
SPEED Governing Board
SPEED Building
7:00 p.m.

July 21, 2016

CLOSED SESSION

At 7:16 p.m. Ms. Jordan moved, seconded by Mrs. Huckabee that the Governing Board goes into closed session to discuss employment, compensation, and/or performance of specific employees of SPEED, pending, probable, and/or imminent litigation, and/or matters relating to students. No action anticipated.

Motion carried by voice vote.

Mr. Bean introduced Attorney's Ray Hauser and Trish Olson who are present to answer questions pertaining to litigation.

Litigation

Ms. Rossiter updated the Board on four EEOC complaints. 1) Age discrimination related to dismissal filed by Carrie Maloney was dismissed. 2) A complaint filed by our previous Business Manager, Terri Sharpp, also dismissed. 3) Pending since 2012, a conflict with the SEA Agreement related to age filed by Terri Salkas. Information continues to be requested and provided. 4) The most current case filed with EEOC and the Dept. of Human Services by Darcell Ross is pending.

Ms. Rossiter also stated that Tracey Honsbruch, a second year Social Worker released without cause, filed a grievance against SPEED and an appeal. Then she filed unfair labor practices against SPEED and the SEA with the IL Education Labor Relations Board. She also filed a complaint with ISBE Division of Special Education, which is pending.

Ms. Rossiter also stated that an OSHA claim was filed by an unknown person without a specific incident or employee named. Information will be provided to OSHA with regards to keeping a safe work environment.

Two Workers Compensation suits are pending, one from a former employee that the insurance company is seeking to be dismissed and an ongoing claim of misrepresentation by the insurance company whereby the insurance broker placed us with a different insurance company and misrepresented who he was placing us with. No activity on this since September of 2015.

Ms. Rossiter also informed the Board that SPEED may have litigation in the future regarding the incident that took place between students at the Transition Program.

The Board received information of the incident via email regarding a young man and a young woman in the washroom together partially disrobed. The students involved are over 18 years of age, have IEP's and are transitioning from high school into adult life. The male student has been arrested and is incarcerated in a criminal hospital because of psychotropic medication he is taking. Mr. Bean stated that he was informed and all necessary contacts made including DCFS, DHS, police, member districts, and the insurance carrier. This will be a claim with the insurance carrier should litigation arise. .

Ms. Jordan asked for more information on this incident. The Attorneys replied that the investigation is ongoing and due to student confidentiality the issues involving the three students and the potential for ligation by one family, we must maintain confidentiality. The Board had received information of the incident via email.

One other female student was grabbed by this male student. Both girls were taken to South Suburban hospital and interviewed by a forensic interview specialist from LaRabida who works with people with developmental disabilities.

There was sufficient staff at the program with 25 students in attendance and eight adults; which consisted of two teachers, five paraprofessionals and one secretary, and was considered to be well staffed.

Ms. Rossiter will keep the Board apprised of any new details in the case and Mr. Bean has been continually involved.

Mr. Hauser asked that if anyone should contact any board member that they not mention this incident and please do not comment stating confidentiality.

Personnel Issues

Ms. Rossiter prepared the Board on two employees that will recommended for termination in the near future. She is working with the attorneys on both.

One is a paraprofessional that cameras show, may have pulled a knife from his pocket to threaten students. Students reported him having a knife. He was also cursing in front of the students and principal and threatening to harm the students. Upon further investigation it was found that he had taken three of the students outside and encouraged them to "fight it out". This type of behavior does not follow training provided.

The second incident involves a new teacher (Chavez), hired in the spring, had falsified grades which resulted in passing students that were actually incarcerated at the time.

When asked why these employees were not immediately terminated, Ms. Rossiter stated that all employees are entitled to a minimal due process and we have to make sure we go through those steps. She is following the advice provided by the attorneys. Should the employees file suit later, SPEED will be in a better position to defend the decisions.

At 7:30 p.m. Mrs. Kimberly Sanders moved, seconded by Mrs. Jones that the Governing Board returns to Open Session.

Motion carried by voice vote.

Personnel

At 8:10 p.m. Ms. Jordan moved, seconded by Ms. Sanders that the Governing Board goes into closed session to discuss personnel. No action anticipated.

Ms. Jordan requested information that was discussed at the Superintendents Evaluation Committee meeting. Mr. Bean stated that Ms. Rossiter had asked for an extension of her contract to end June 2019. Concerns were expressed at the committee meeting and a one year extension with modifications to her goals was decided on. The attorneys are working on a draft of her contract and will review with the Evaluation Committee. It will then be presented to the Operating Committee on August 19 and the Governing Board on August 25, for discussion and approval.

Ms. Jordan stated that she is opposed to any extension of the Superintendent's contract stating there is time to find a new Superintendent before the 2017/18 school year. Ms. Jordan feels Ms. Rossiter is not competent and has no leadership skills. She stated she is not informing the Board on sensitive matters such as the staff member pulling a knife on students.

Mr. Bean stated that these issues were included in the re-drafted goals and the consensus of the committee was to bargain down the contract to one additional year.

Discussion took place regarding attendance by members of both the Operating Committee and Governing Board. When SPEED is not treated as a priority, it makes it hard to reach a quorum on occasion. There are members who attend faithfully while others are rarely seen.

At 8:25 p.m. Mrs. Nicole Sanders moved, seconded by Ms. Kimberly Sanders that the Governing Board returns to Open Session.

Motion carried by voice vote.

Mrs. Kimberly Sanders, Secretary
Mary Keenan, Recording Secretary

Date: _____

Mr. Ron Bean, President
SPEED Governing Board