

**LARAWAY C.C.S.D. 70-C  
REGULAR BOARD MEETING MINUTES  
MARCH 12, 2024**

President Knight called the meeting to order at 11:00 a.m. The Pledge was recited.

PRESENT: Brass, Hopkins, Knight, M Matenaer and Washington (late arrival)

ABSENT: Fleet, D Matenaer

MODIFICATION TO AGENDA:

None

PUBLIC COMMENTS:

None

ACTION ITEMS:

Mrs. Matenaer moved, seconded by Mr. Brass, “move to approve the consent agenda of Bills Payable; Imprest Payable; New Construction Payable; Payroll; Treasurer’s Report; FMLA/LOA – Social Worker – Mrs. Kristen Rojas; Notice of Intent to Retire – LL Teacher – Mrs. Jodi Ferlin; Notice of Intent to Retire – SpEd Teacher – Mrs. Debbie McClafferty; Resignation – Classroom Assistant – Ms. Delfina Chavez; Notice of Resignation – PE Teacher – Mrs. Tiffany Meents; Resignation – 4<sup>th</sup> Grade Teacher – Ms. Natalie Tannura; Involuntary Transfer – 2<sup>nd</sup> Grade Teacher – Ms. Jasmine Lawson; New Teacher – 2<sup>nd</sup> Grade – Ms. Chrissy Conte; New Teacher – RtI K-3 Teacher – Mrs. Alexa Minor; New Hire – SpEd Teacher – Mrs. Nicolette Uresti; Principal Evaluation and Contract; Assistant Principal Evaluation and Contract; Facility Software Management and Inventory Stipend; Payment of Staff Committee Meetings; Destruction of Audio Session Tape and Regular Board Meeting and Closed Session Minutes from February 20, 2024.” On a roll call vote, Brass, Hopkins, Knight and M Matenaer voted aye. There were no nays. Motion passed 4-0.

Mr. Brass moved, seconded by Mr. Hopkins, “move to approve the Summer School/Band/Athletic Camp Program, as presented.” On a roll call vote, Brass, Hopkins, Knight and M Matenaer voted aye. There were no nays. Motion passed 4-0.

Mr. Brass moved, seconded by Mrs. Matenaer, “move to approve the SOWIC Bylaw Agreement Adjustment, as presented.” On a roll call vote, Brass, Hopkins, Knight and M Matenaer voted aye. There were no nays. Motion passed 4-0.

Mrs. Matenaer moved, seconded by Mr. Brass, “move to approve the 2024-2025 School Calendar, as presented.” On a roll call vote, Brass, Hopkins, Knight, M Matenaer and Washington voted aye. There were no nays. Motion passed 5-0.

Mrs. Matenaer moved, seconded by Mr. Washington, “move to approve the PMA Escrow Structuring and Prepayment Facilitation Agreement, as presented.” On a roll call vote, Brass, Hopkins, Knight, M Matenaer and Washington voted aye. There were no nays. Motion passed 5-0.

President Knight, “move to approve the following Notice to Remedy Resolution – Teacher – Mr. Wayne Jackson: You are hereby informed that your conduct as a teacher and licensed employee in this School District is deficient and unsatisfactory in the respects listed in this Notice. These deficiencies were discussed with you in the meeting between you, your union representatives, and Superintendent Dr. Joseph Salmieri, on February 29, 2024.

1. On several occasions during the 2023-2024 school year, you made disrespectful comments regarding certain fellow employees of the School District. These comments included:
  - a. You referred to teachers in a specific hallway or “neighborhood” of the school as being “toxic.”
  - b. You made comments regarding certain teachers which either implicitly or explicitly described them as “bullying” other staff members.
  - c. You stated that you would “teach like” two specific teachers by “taking Monday off.”
2. On several occasions during the 2023-2024 school year, you made disrespectful comments regarding the physical appearance of certain fellow employees of the School District. These comments included:
  - a. Creating a nickname for one employee based on his haircut by referencing another employee by name.
  - b. Referring to the physical appearance of another employee after having been informed that this aspect of their appearance was related to a specific medical condition.
3. You made these comments in the presence of other employees of the School District, on school property, frequently during work hours, and in settings where students were present or could have been present.
4. During the investigation of these reports, although you admitted to having made some of these specific comments, you repeatedly claimed that you did not remember or could not recall making other statements that had been witnessed by reporting employees. You also denied having been previously informed of the medical aspect of one employee’s physical appearance that you later commented on.

5. Your actions when interviewed by Dr. Joseph Salmieri, Superintendent, on February 29, 2024, in repeatedly claiming that you did not remember or could not recall making certain statements, and in denying prior knowledge of the medical aspect of one employee's physical appearance, constitute a deliberate and intentional attempt to deceive him and the School District so as to minimize or avoid punishment for your actions.
6. Your actions in making these comments constitute deliberate and intentional violations of the duty to conduct yourself in a professional manner during work hours, while performing employment duties, and/or while on District property, as required by Board of Education Policy 5:122.
7. These incidents illustrate a history and pattern of failing to maintain high standards in your school relationships, failing to demonstrate integrity and honesty, failing to be considerate and cooperative, and failing to maintain professional and appropriate relationships with members of the school community, as required by Board of Education Policy 5:120.
8. These incidents illustrate a pattern of conduct which could be considered as unlawful discrimination, harassment, and/or abusive conduct on the basis of an individual's sex, disability, or other protected status, as prohibited by Board of Education Policy 5:20.
9. These incidents also constitute deliberate acts of gross misconduct, violations of the Board of Education's ethical conduct standards, and evidence of incompetency, cruelty, negligence, immorality or other sufficient cause for dismissal if they are not remedied.

This Board of Education informs you that the Board has determined these deficiencies to be causes, charges, reasons, and defects that, if not remedied, will result in dismissal charges against you and in your dismissal as a teacher and licensed employee in this School District. You are hereby instructed to remove and remedy each and every reason, cause, charge, and defect described in this notice. It is our hope that these deficiencies will be promptly remedied. Any future violation of this notice will result in your dismissal for cause from your employment in this District. On a roll call vote, Brass, Hopkins, Knight, M Matenaer and Washington voted aye. There were no nays. Motion passed 5-0.

Mr. Brass moved, seconded by Mr. Hopkins, "move to adopt the Notice to Remedy – Teacher – Mr. Wayne Jackson, as presented." On a roll call vote, Brass, Hopkins, Knight, M Matenaer and Washington voted aye. There were no nays. Motion passed 5-0.

#### BUILDING ADMINISTRATION REPORTS:

Nothing at this time

SUPERINTENDENT’S REPORT:

- A. Will County Statement of Economic Interest
- B. Preparation of 2024-2025 budget

REPORTS/DISCUSSIONS:

- A. PMA Defeasance Plan Presentation by Tammie Beckwith Schallmo at the April 16, 2024 meeting at 11am
- B. District Consolidated Plan
- C. Substitute Pay
- D. Graduation: Wednesday, May 22, 2024 @ 6pm at Joliet Central High School

ANNOUNCEMENTS – FOR THE GOOD OF THE LARAWAY AREA:

Nothing at this time

TOPICS FOR FUTURE DISCUSSIONS AND RECOMMENDED BOARD ACTION:

Nothing at this time

NEXT BOARD MEETING:

- A. April 16, 2024 at 11:00 am
- B. May 21, 2024 at 6:00 pm
- C. June 18, 2024 at 11:00 am

ADJOURNMENT:

Mrs. Matenaer moved, seconded by Mr. Washington, “move to adjourn to board meeting.” On a roll call vote, Brass, Hopkins, Knight, M Matenaer and Washington voted aye. There were no nays. Motion passed 5-0.

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Date

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President, Mr. Knight

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Date

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Secretary, Mrs. Matenaer