

Special Meeting Minutes

Board of Education ♦ Niles Township High Schools ♦ District 219 ♦ Cook County, Illinois
November 18, 2015

I. Call to Order and Roll Call

Board President Sproat called the meeting to order at 6:22 p.m.

Board Members Present at Roll Call: Carlton Evans, Ruth Klint, David Ko, Linda Lampert, Brian Novak, Joseph Nowik, Mark Sproat.

II. Open Session

It was moved by KLINT and seconded by EVANS to go into Open Session at 6:22 p.m.

III. The pledge was recited.

IV. President Sproat welcomed everyone to the Special Board meeting and described the order of this meeting.

V. Audience to Visitors

No one asked to speak.

VI. Business

Closed Session

It was moved by LAMPERT and seconded by NOWIK to consider the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the Board and/or legal counsel for the Board and pending or probable/imminent litigation. The Board will return to Open Session and adjournment of the meeting without action being taken.

A roll call vote was taken.

Voting Aye:

Evans, Klint, Ko, Lampert, Novak, Nowik, Sproat.

The motion carried.

The Board recessed into closed session at 6:24 p.m.

VII. Open Session

It was moved by KLINT and seconded by NOWIK to return to open session.

A roll call vote was taken.

Voting Aye:

Evans, Klint, Ko, Lampert, Novak, Nowik, Sproat.

The motion carried.

The meeting adjourned to open session at 8:45 p.m.

President Sproat read a statement from the Board regarding the resignation of John Heintz, Assistant Superintendent for Operations and Chief Legal Officer.

Both the Board and Mr. Heintz believe that their substantial differences are best resolved through a mutual separation agreement. Mr. Heintz has signed, and the Board is prepared to approve, an agreement under which Mr. Heintz resigns effective December 22, 2015, and terminates his employment contract which otherwise would have ended June 30, 2018. In reaching the agreement, neither the Board nor Mr. Heintz is conceding that either has done anything wrong.

In order to comply with Illinois law regarding unused vacation, Mr. Heintz will be on paid vacation until December 22 at his regular salary rate. The contributions required by law on his salary will also be paid to the Illinois Teachers' Retirement System by the Board as it does for all central office administrators. Through December 22, Mr. Heintz will use all of the vacation days which he has accumulated but not used. He will also be provided with his regular insurance benefits through December 31, 2015.

Mr. Heintz will not receive any other payments or benefits.

The agreement will permit Mr. Heintz to move on with his career. It will also permit the Board to immediately engage new leadership consistent with its vision for the culture, direction and practices of the District. The agreement will also permit Mr. Heintz and the Board to avoid substantial additional attorneys' fees and other costs as well as further disruption to the School District community if their differences were not resolved in this manner. Mr. Heintz wishes the School District 219 educational stakeholders and students nothing but the best moving forward.

It was moved by KLINT and seconded by NOVAK to approve the Separation Agreement between the Board and Mr. John Heintz, Assistant Superintendent for Operations and Chief Legal Officer to be authorized by the President and Secretary to sign this Agreement.

A roll call vote was taken.

Voting Aye:

Evans, Klint, Ko, Lampert, Novak, Nowik, Sproat.

The motion carried.

President Sproat read the following statement:

The Board wishes to thank the District 219 family, constituents, faculty, staff, parents and students for your patience and understanding during this transitional time.

This is the initial step in moving forward to enhance our students' educational opportunities.

Thank you again.

Your District 219 School Board

VIII. Closed Session

It was moved by LAMPERT and seconded by NOVAK to consider the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the Board and/or legal counsel for the Board and pending or probable/imminent litigation.

A roll call vote was taken.

Voting Aye:

Evans, Klint, Ko, Lampert, Novak, Nowik, Sproat.

The motion carried.

President Sproat said there is a FOIA (Freedom of Information Act) form in the back for a copy of the Separation Agreement as well as the statement from the District 219 Board of Education.

The Board recessed into closed session at 8:52 p.m.

IX. Open Session

It was moved by KLINT and seconded by NOWIK to return to open session.

A roll call vote was taken.

Voting Aye:

Evans, Klint, Ko, Lampert, Novak, Nowik, Sproat.

The motion carried

President Sproat read the following statement from the Board regarding the resignation of Dr. Nanciann Gatta Perez, Superintendent.

Both the Board and Dr. Gatta believe that their substantial differences are best resolved through a mutual separation agreement. Dr. Gatta has signed, and the Board is prepared to approve, an agreement under which Dr. Gatta resigns effective December 31, 2015, and terminates her employment contract. The agreement also provides for the dismissal of her two pending lawsuits against the Board and some of its members and employees. In reaching the agreement, neither the Board nor Dr. Gatta is conceding that either has done anything wrong.

In order to comply with Illinois law regarding unused vacation, Dr. Gatta will be on paid vacation through December 31, 2015, at her regular salary rate. The contributions required by law on her salary will also be paid to the Illinois Teachers' Retirement System by the Board as it does for all central office administrators. Through December 31, 2015, Dr. Gatta will use all of the vacation days which she has accumulated but not used. She will also be provided with her regular insurance benefits through December 31, 2015.

Dr. Gatta will not receive any other payments or benefits.

The agreement will permit Dr. Gatta to move on with her career. It will also permit the Board to immediately engage new leadership consistent with its vision for changing the culture, direction and practices of the District. The agreement will also permit Dr. Gatta and the Board to avoid substantial additional attorneys' fees and other costs as well as further disruption to the School District community if their differences were not resolved in this manner.

It was moved by NOWIK and seconded by EVANS to approve the Separation Agreement between the Board and Dr. Nanciann Gatta Perez, Superintendent, to authorize the Board President and Secretary to sign the agreement.

A roll call vote was taken.

Voting Aye:

Evans, Klint, Ko, Lampert, Novak, Nowik, Sproat.

The motion carried.

Once again, the Board wishes to thank the District 219 family, constituents, faculty, staff, parents and students for your patience and understanding during this transitional time.

This is the initial step in moving forward to enhance our students' educational opportunities.

Thank you again.

Your District 219 School Board

X. Adjournment

It was moved by LAMPERT and seconded by NOVAK to adjourn the meeting.

A roll call vote was taken.

Voting Aye:

Evans, Klint, Ko, Lampert, Novak, Nowik, Sproat.

The motion carried.

The meeting adjourned at 12:11 a.m.

President

Secretary