

**Special Board of Education Meeting – 7:00 am**  
**Thursday, August 23, 2018**  
Genoa-Kingston Community Unit School District #424  
Genoa-Kingston High School Community Room  
980 Park Avenue - Genoa, IL 60135

1. Call to Order

2. Personnel Action

2.01 Approval of Notice to Remedy for Angelo Lekkas

3. Adjournment

**Special Board of Education Meeting Minutes – 7:00 am**  
**Thursday, August 23, 2018**  
Genoa-Kingston Community Unit School District #424  
Genoa-Kingston High School Community Room  
980 Park Avenue - Genoa, IL 60135

**Call to Order**

President, Paul Kruse called the Genoa-Kingston CUSD #424 Special Board Of Education Meeting to order at 7:00 am.

Present: John Shipley, David Cleveland, Kristin Brynteson, Jake Wesner, Kristen Andrews, Barb Gustafson, and Paul Kruse

Also Present: Superintendent, O'Daniell; Administrative Assistant, Kristie Mulso; and Human Resource Assistant, Christi Volkening.

Absent: None

Board President, Paul Kruse requested a closed session to discuss personnel.

**Closed Session for discussion of the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the District in compliance with 5 ILCS 120/2(c)(1).**

A motion was made by Mrs. Brynteson, and seconded by Mr. Wesner, to convene to closed session for discussion of the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the District in compliance with 5 ILCS 120/2(c)(1) at 7:02 am.

Ayes: Shipley, Cleveland, Brynteson, Wesner, Andrews, Gustafson, Kruse

Nays: 0

Motion Carried

**Reconvene**

The Board reconvened to open session at 8:27 am

**Personnel Action**

A motion was made by Mr. Wesner, and seconded by Mr. Cleveland, to approve the Notice to Remedy for Angelo Lekkas as dated Aug 21, 2018.

Ayes: Cleveland, Brynteson, Wesner, Andrews, Gustafson, Kruse

Nays: Shipley

Motion Carried

**Adjournment**

A motion was made by Ms. Gustafson, and seconded by Mrs. Brynteson, to adjourn the Special Board of Education Meeting at 8:29 am.

Voice vote: All

Ayes: 7

Nays: 0

Absent: 0

Motion Carried.

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Paul Kruse, School Board President

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Kristen Andrews, School Board Secretary



## Genoa-Kingston Community Unit School District 424

980 Park Avenue • Genoa, Illinois 60135

(815) 784-6222 • (815) 784-6059 (Fax)

*Mr. Brent O'Daniell, Superintendent*

*Dr. Bradley Shortridge, Asst. Superintendent*



August 21<sup>st</sup> 2018

Mr. Angelo Lekkas  
459 Erickson Ct.  
Elburn, IL 60119

*RE: Notice to Remedy*

Dear Mr. Lekkas:

This Notice to Remedy is in response to information you provided in an interview on August 16, 2018, as well as information obtained from others who were interviewed by District Human Resources Personnel. The purpose of the interviews was to address certain charges of inappropriate workplace behavior in which you engaged against other School District employees that created a hostile work environment. Specifically, on August 13<sup>th</sup>, 2018 you made a presentation to staff utilizing a picture of a restaurant menu that contained inappropriate sandwich titles. You made specific reference to this menu twice that either offended staff, made them uncomfortable or was considered to be inappropriate and/or unprofessional. In the process of investigating the claims that were brought, it was determined that certain actions you took violated Board Policy 5:20 and 5:120.

You are hereby informed that your conduct as an employee in this School District has been determined to be deficient and unsatisfactory in the following respects:

- 1) You failed to ensure that the workplace environment is productive, respectful, and free of unlawful discrimination.
- 2) You failed to maintain high standards in school relationships.

Based upon the foregoing deficiencies and unsatisfactory behaviors, you must take the following remedial action:

Deficiency: Failure to comply with School Board Policies 5:20 which states "*The School District expects the workplace environment to be productive, respectful, and free of unlawful discrimination, including harassment,*" as well as Board Policy 5:120 which states "*All District employees are expected to maintain high standards in their school relationships, to demonstrate integrity and honesty, to be considerate and cooperative, and to maintain professional relationships with students, parents, staff members, and others.*"

Remedy: You must take the following actions:

- a) You must maintain a professional demeanor in your actions and words at all times with staff and colleagues.
  - You must at all times refrain from all manner of conduct that is unprofessional and inappropriate, including the utilization of inappropriate language. Furthermore, you are expected to apply good judgement when presenting materials to staff members. You may not, for example, discuss or present any topics which could be construed by another employee to be of an offensive nature.
    - All Powerpoint presentations must be approved by the Superintendent or designee prior to staff meetings or student assembly meetings for the remainder of the school year.

***Preparing students to excel and contribute to their community***

- You must get approval of the Superintendent or designee of any other materials that may be questionable prior to presenting them in any public setting or meeting with staff and/or students for the remainder of the school year.
  
- b) You must conform your professional conduct to the standards expected of all employees of the District, including being respectful of other employees of the District, including, but not limited to, the following:
  - The language of the current Professional Agreement between the Genoa-Kingston Education Association and the Genoa-Kingston Board of Education, ARTICLE VIII, Section 18;
  - Board Policies 5:20 and 5:120.
  
- c) You must attend and successfully complete a class selected and paid for by the District focused on sensitivity training and/or appropriate communications.
  
- d) You are instructed to draft a written apology addressed to high school staff members and the Board of Education that will be reviewed and must be approved by the superintendent, and submitted to the high school staff prior to returning to your regular duties.


All remediations listed above shall begin immediately and shall remain in effect as long as you are an employee in this District. As noted above, your progress toward remediating these identified deficiencies shall be monitored on an on-going basis by the District Superintendent and/or designee.

These deficiencies are causes, charges, reasons and defects which, if not removed, may result in further discipline up to and including your dismissal as an employee in Genoa-Kingston CUSD #424. You are hereby instructed to remedy each and every reason, cause, charge and defect as stated above. Failure to remedy may precipitate further disciplinary measures to be taken against you, up to and including dismissal.

You are hereby advised that a copy of this document will be placed in your personnel file.

In addition, note that no employee's employment, compensation, or work assignment shall be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing bona fide complaints or providing information about harassment is prohibited under Board Policy 2:260, *Uniform Grievance Procedure*, and whistleblower protection may be available under the State Officials and Employees Ethics Act, the Whistleblower Act, and the Illinois Human Rights Act.

This Notice to Remedy is hereby voted into effect by the Genoa-Kingston CUSD #424 Board of Education by a majority vote and implemented on August 23<sup>rd</sup>, 2018.

  
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Mr. Paul Kruse  
Board President – Genoa-Kingston CUSD #424