



January 15, 2021
CLOSED SESSION*

Once in a closed session, the President of the board will start the recorder, state the time, and ask everyone to introduce themselves.

- Discussion about personnel issue regarding RAS Principal. Discussion and direction sought regarding proposed settlement agreement. As you are aware, RAS Principal, Melissa Grzonka was put on paid administrative leave in a meeting with Dr. Morris and me on Thursday, December 17, 2020, due to unprofessional conduct in the workplace. On January 4, 2021, the Regional Office of Education received a letter from an attorney representing Ms. Grzonka, requesting a separation agreement on behalf of Ms. Grzonka. She is seeking severance pay for the remainder of this academic year and the 2021-2022 school year, a letter of recommendation from Regional Office of Education Boone & Winnebago County, a non-disparagement agreement, and attorneys' fees. Dr. Morris, Mr. Bloomquist, and I met with our consulting attorney to discuss this matter and options for moving forward.
 - 20-21 yearly salary=\$70,704
 - Remainder of 20-21=\$34,645
 - Remainder of 20-21 + ½ of 21-22=\$69,997
 - Remainder of 20-21 + 21-22 salary=\$105,349

Dr. Morris shared that her recommendation would be to only offer salary through the remainder of the current school year. Mr. Woesman and Mr. Schwuchow noted their agreement. Mr. Schwuchow asked if an independent investigation had been completed to further explore Ms. Grzonka's claims in the letter from her attorney. Ms. Roeschley indicated that it had not, and Dr. Morris noted that the claims in the letter were very much from Ms. Grzonka's perspective, and that her representing attorney had not received any other information from us with regards to the situation.

The Board gave a thumbs-up to indicate agreement with the direction to move forward with a settlement agreement that would offer \$35,000 with a neutral letter of recommendation and a non-disparagement agreement. No separate attorneys fees would be offered. Mr. Fisher noted that he felt Dr. Morris should have the leeway to negotiate further, should the need arise. Dr. Morris noted that she believed we would be able to work with these parameters.

- Discuss proposed administrative structures for the 2021-2022 school year. Direction sought regarding moving forward with 0.5 FTE RAS Principal position. The recommended timeline for posting, interviewing, and hiring is the end of February 2021. It is likely that a special board meeting may need to be scheduled to approve the hire of a new Summit Academy Principal (0.5 FTE-RAS).

Mr. Schwuchow asked if we had replaced the position for this year, or if we had absorbed it. Ms. Roeschley shared that she had taken on the role as Interim Principal for both programs, and adjusted administrative structures accordingly. Dr. Morris asked about salary increase with regards to a shared Principal position. Ms. Roeschley noted that the intent would be to offer a higher salary for the proposed position in an effort to attract a well qualified candidate. Mr. Bloomquist noted that he would suggest offering around \$90,000 or more, depending on the individual's qualifications.

Motion to return to open session was made by _Harlem_ and seconded by __Belvidere__ at __10:31 am__ (time).