Office of
Inspector General
Chicago Board of Education
Nicholas Schuler, Inspector General

Wednesday, April 24, 2019

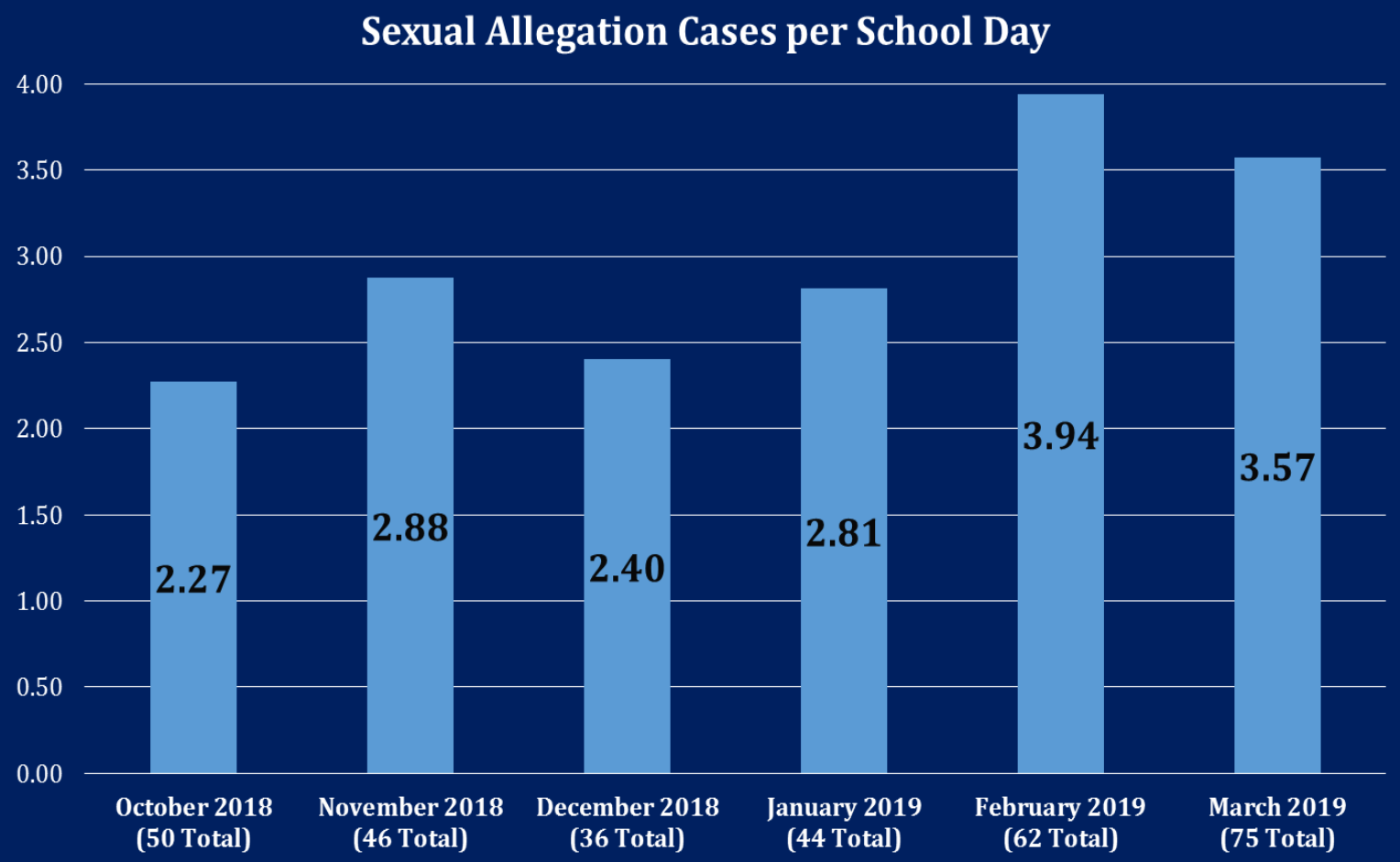
Presentation to the Board of Education of the City of Chicago

OIG Investigations of Sexual Allegations

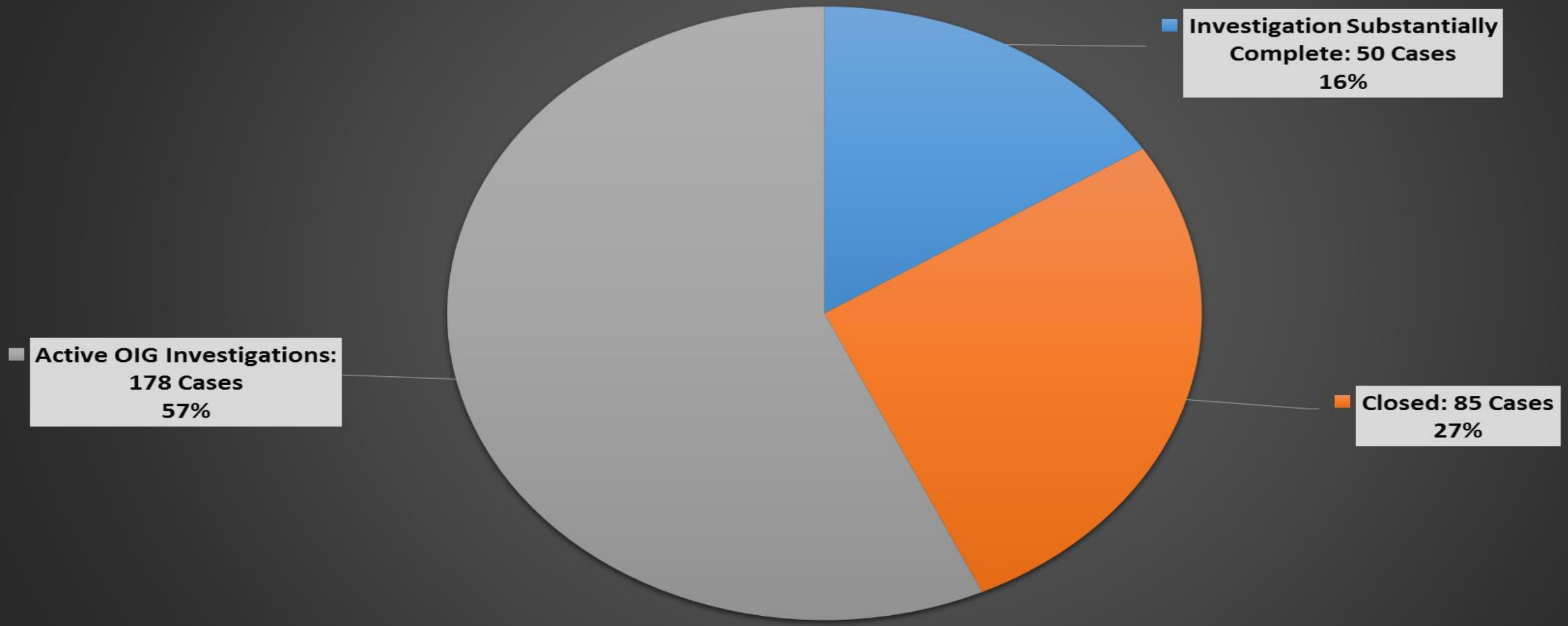
(833) TELL CPS cpsoig.org (773) 534-9418

OIG Cases 10/01/18 to 03/31/19

- **313 Total Cases**
- **2.95 per school day**
- **1.73 per calendar day**



OIG Investigations Initiated 10/01/18 to 03/31/19 by Current Case Status



Additional Resources Since January Presentation

The OIG has requested, and the Board agreed to provide, 10 additional positions to the Sexual Allegations Unit:

- A triage team, which will field all complaints from the hotline, Verify, and other sources; complete intake process; and help assess the urgency and priority of complaints.
- Additional investigators, who will reduce average case load, making investigations quicker and more efficient.
- Additional attorneys, who will help write reports to the Board and assist the Chief and Deputy Chief Investigator in managing the Unit and writing policy.

OIG Sexual Allegations Categories

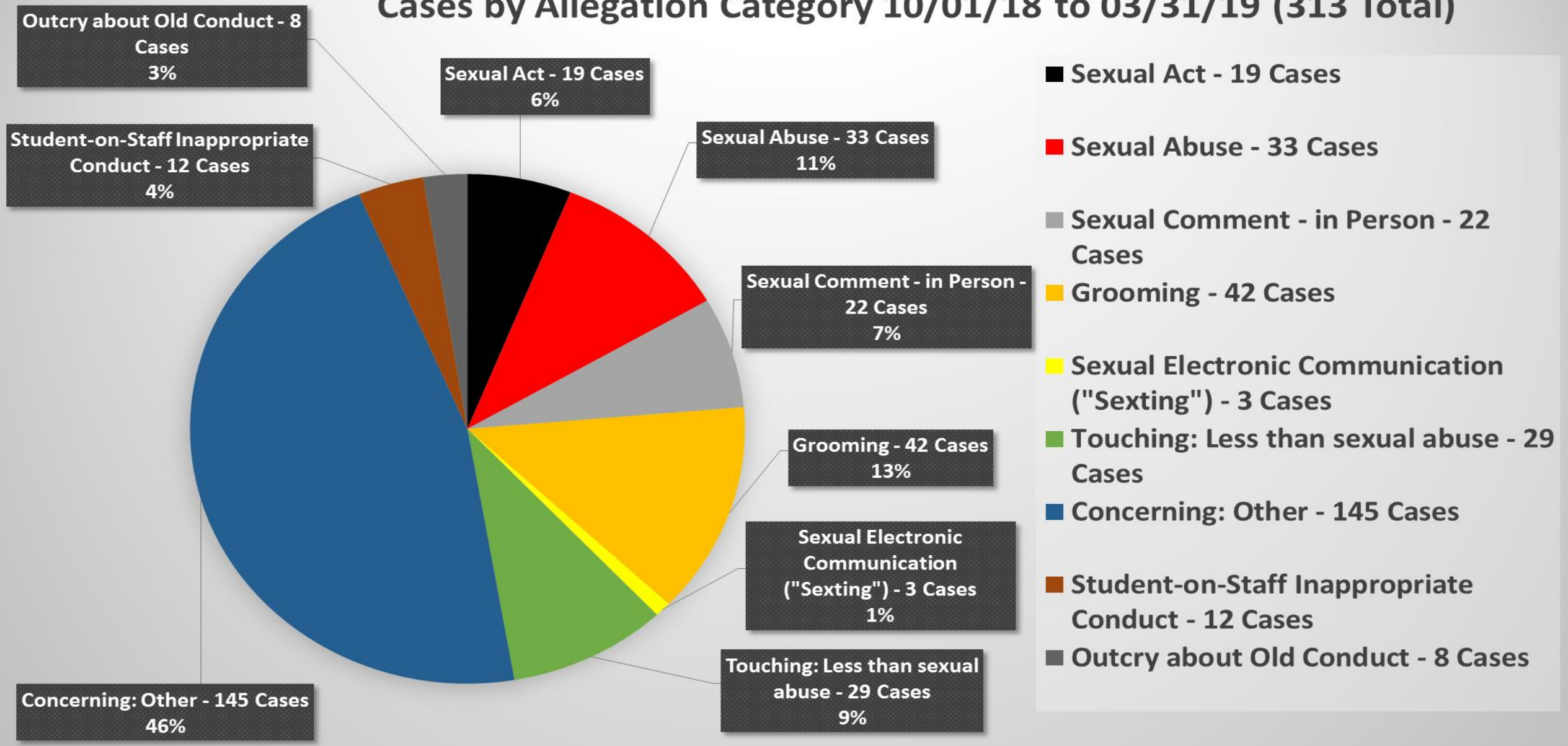
Sexual Act	• Penetration
Sexual Abuse	• Physical conduct for sexual gratification, e.g., groping, fondling
Sexual Comment – In Person	• Unambiguously sexual comment to student
Grooming	• Actions to break down inhibitions for the purpose of sexual conduct
Sexual Electronic Communication ("Sexting")	• Sexual text messages, emails, or other communications
Touching: Less than Sexual Abuse	• Touching of a possible (not obvious) sexual nature
Concerning: Other	• Leering, "creepy" behavior or other potentially concerning behavior
Student-on-Staff Inappropriate Conduct	• Students initiating concerning behavior towards a staff member
Outcry about Old Conduct	• Recent outcry about allegations from several years ago

Examples of Concerning: Other Allegations

Generally inappropriate conduct by an adult. While this category functions as a catch-all for complaints that do not fit another category, some of the complaints in this category are very serious. Common allegations that are categorized as Concerning: Other are:

- Making students feel uncomfortable,
- Looking at students' bodies inappropriately,
- Verbal communication that is not clearly sexual, but is inappropriate,
- Being overly friendly or "creepy,"
- Use of electronics or social media that does not fall into the Grooming or Sexual Electronic Communication categories, but is not acceptable use.

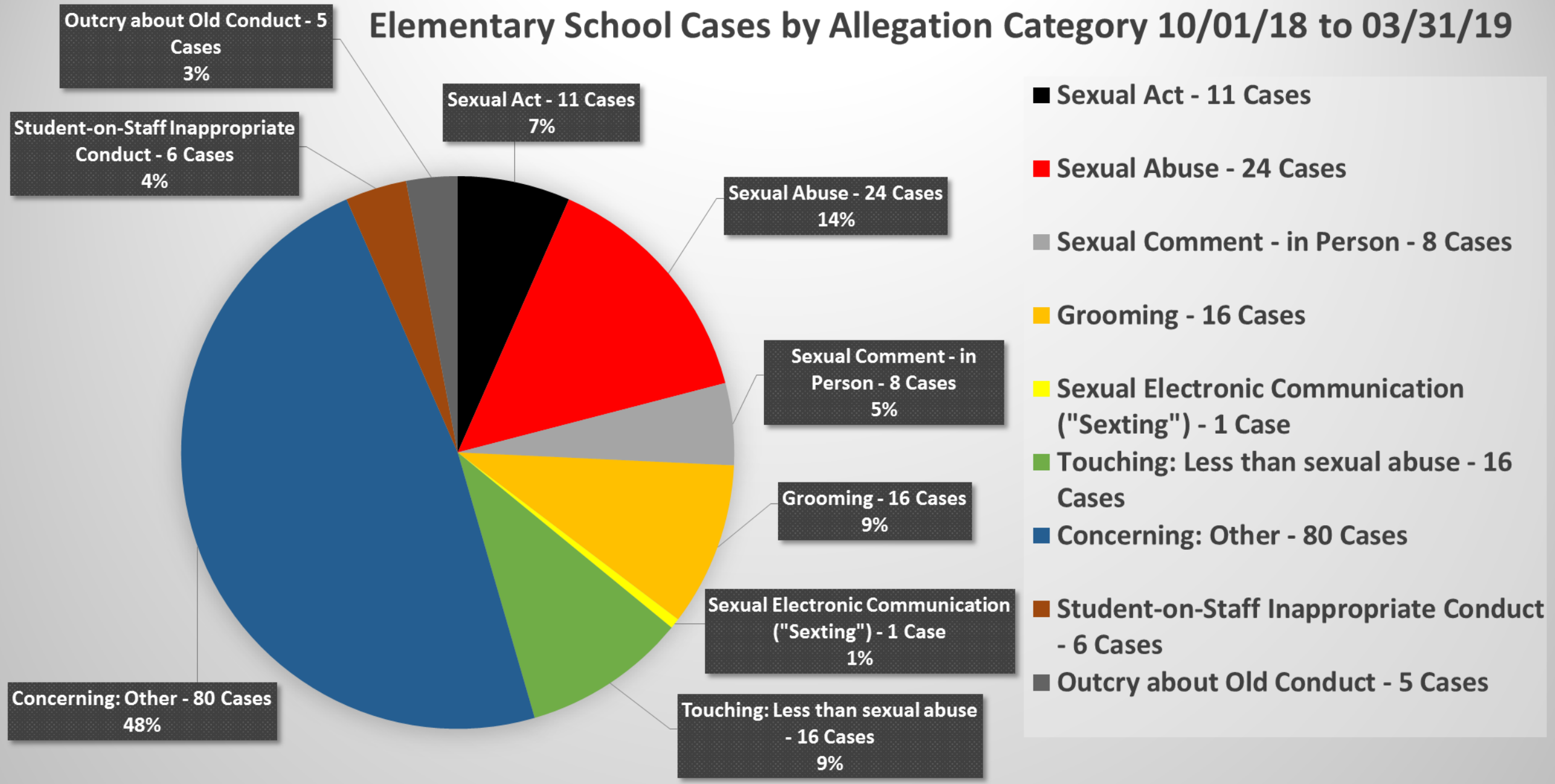
Cases by Allegation Category 10/01/18 to 03/31/19 (313 Total)



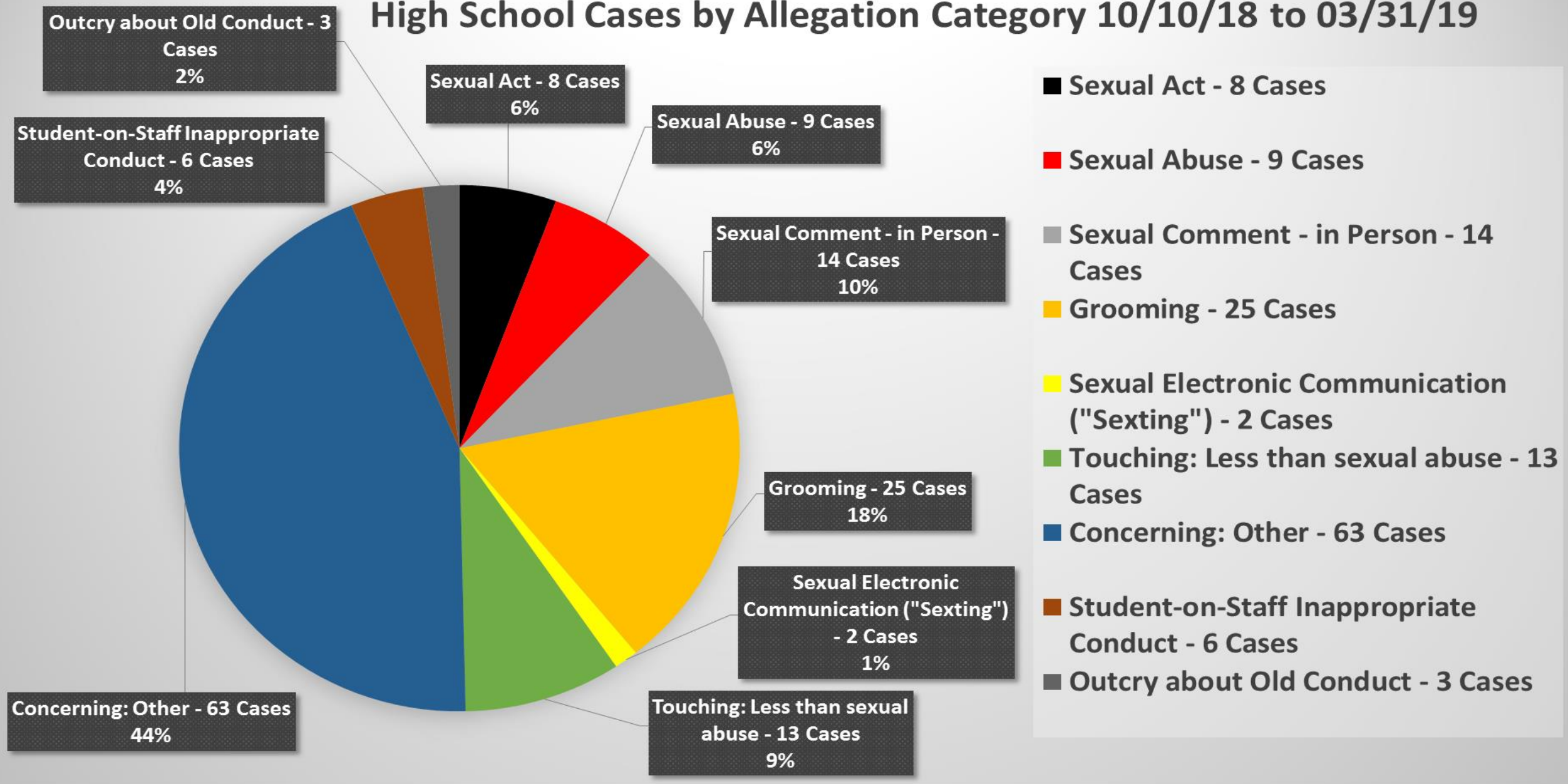
Allegation Category Changes Since January 23, 2019 OIG Presentation to Board

Category	Percent of Allegations 10/01/18 to 01/09/19	Percent of Allegations 10/01/18 to 03/31/19	Change
Sexual Act	3%	6%	+3%
Sexual Abuse	11%	11%	—
Sexual Comment - in Person	7%	7%	—
Grooming	11%	13%	+2%
Sexual Electronic Communication ("Sexting")	1%	1%	—
Touching: Less than Sexual Abuse	10%	9%	-1%
Concerning: Other	49%	46%	-3%
Student-on-Staff Inappropriate Conduct	3%	4%	+1%
Outcry about Old Conduct	5%	3%	-2%

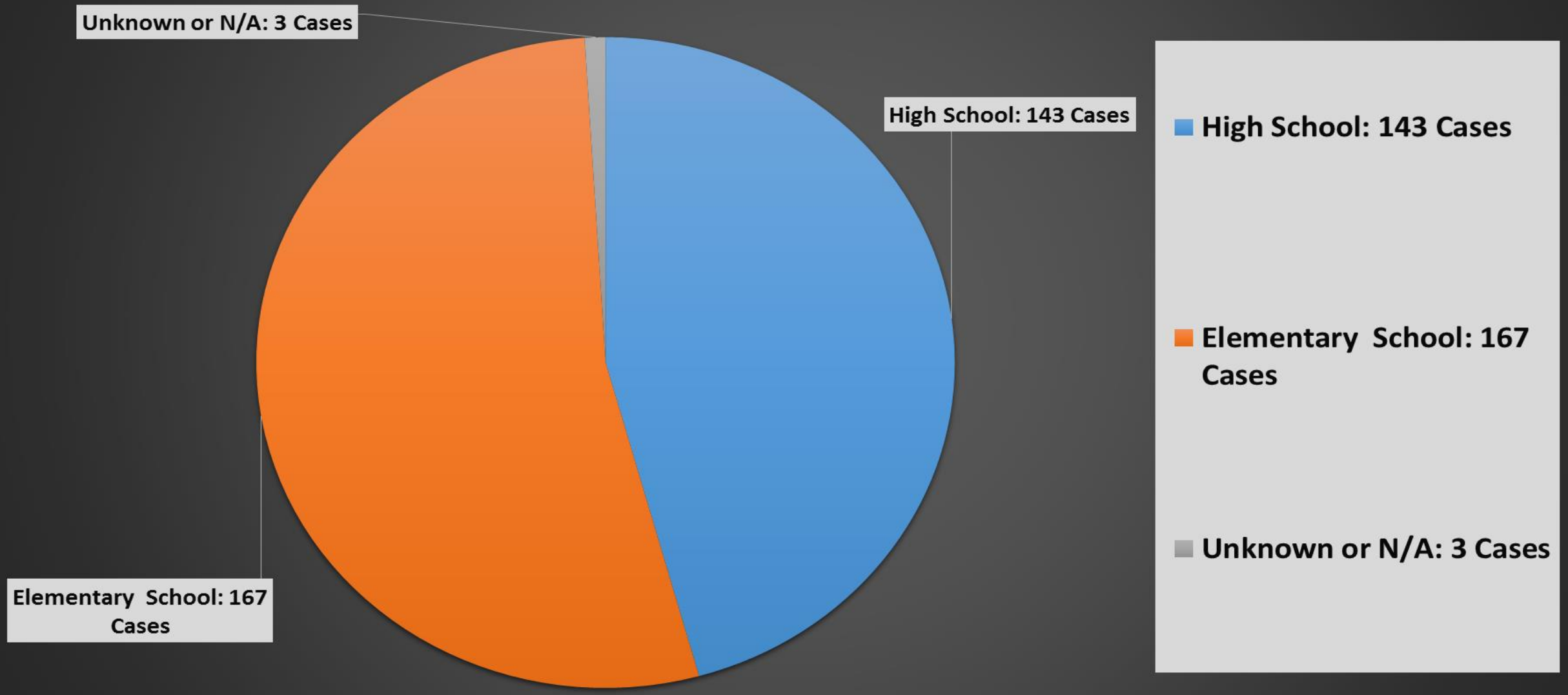
Elementary School Cases by Allegation Category 10/01/18 to 03/31/19



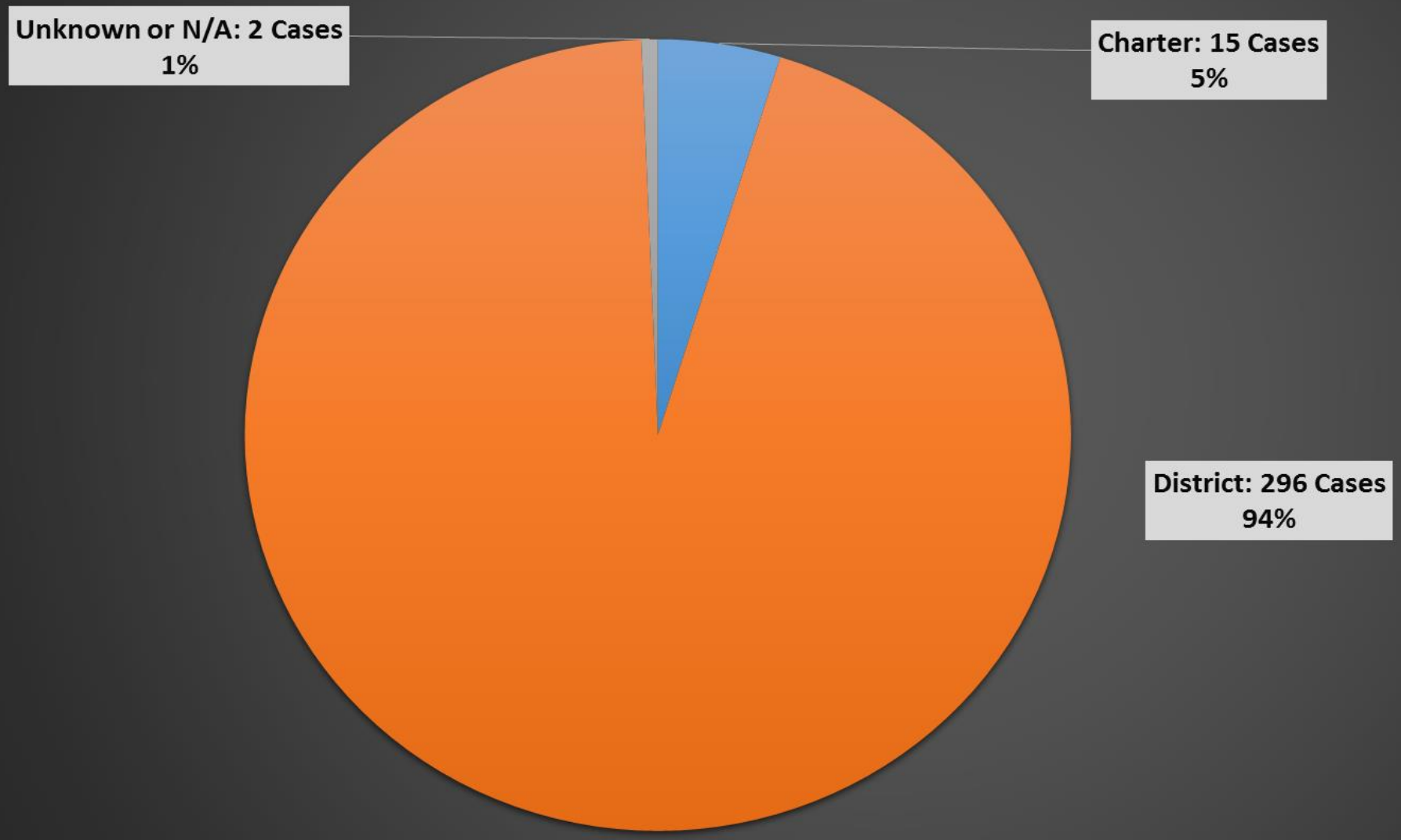
High School Cases by Allegation Category 10/10/18 to 03/31/19



Cases by School Grade Level 10/01/18 to 03/31/19



Cases by School Type: District vs. Charter 10/01/18 to 03/31/19



Charter vs. District Sexual Allegation Reporting Rates 10/01/18 to 03/31/19

All figures exclude 3 Cases: two unknown or N/A and 1 related to an ALOP school.

	Charter	District (Includes AUSL and Contract)
20th Day Enrollment	53,357	307,957
% of Total CPS Enrollment	15%	85%
Allegations 10/01/2018 to 03/31/2019	15	295
% of Total Allegations	5%	95%
Allegations per 100,000 Students	28.1	95.8

The district rate of **95.8** allegations reported per 100,000 students, applied to the charter student population of **53,357**, produces a projection of **51.1** allegations, **36.1** more than the **15** allegations actually reported by charter schools.

The district allegations reported rate per 100,000 students is **3.41** times the charter allegations reported rate per 100,000 students.

Concern about Charter Reporting Rates

- As noted in the previous slide, charter reporting rates are 3.41 times lower per 100,000 students than district reporting rates, and if charters reported at the district rate, we would have 51 charter cases rather than 15.
- This suggests that incidents at charter schools may be under-reported.
- Under-reporting would prevent students from receiving needed supports and either prevent an independent, professional investigation from taking place or prevent investigation entirely.
- OSP is expanding their training this spring to include charters, which will hopefully increase awareness and compliance.

Top Five District Job Categories by Allegations 10/01/18 to 03/31/19 (Excludes Charter Employees with these Titles)

1. Teacher — 138 allegations — Approximately 19,000 positions — 0.72% subject of complaint.
2. Security Guard — 44 allegations — Approximately 1,700 positions — 2.50% subject of complaint.
3. Vendor Employee — 22 allegations
4. Substitute Teacher — 19 allegations
5. Special Education Classroom Assistant (SECA) — 16 allegations —Approximately 4,000 positions — 0.40% subject of complaint.

67 other people are subjects of cases at district schools, including 8 Bus Personnel, 8 Principals, 4 Assistant Principals, and 47 people with various other job titles. There are 306 subjects of 296 investigations at district schools.

19 Alleged Sex Act Cases 10/01/18 to 03/31/19

5 CPS adults charged or indicted:

- 1 custodian was charged with aggravated criminal sexual abuse (of a neighbor, who was a CPS student),
- 1 bus driver was charged with criminal sexual abuse involving family members (who were CPS students),
- 1 dean/coach charged with criminal sexual assault of two students,
- 1 former CPS employee was indicted on aggravated criminal sexual abuse, sexual exploitation of a child, and grooming (charged since January),
- 1 teacher charged with criminal sexual abuse of a former CPS student (charged since January).

5 active CPD investigations, including one adult-on-adult case also being investigated by the OIG at the request of the Board.

5 cases suspended by CPD.

1 case unfounded by CPD.

3 cases not being investigated by CPD (1 unknown subject, 1 rumor, one old allegation with no current allegations).

33 Alleged Sexual Abuse Cases 10/01/18 to 03/31/19 (25 Open)

3 Adults charged by the police:

- 1 teacher indicted on 5 counts of aggravated criminal sexual abuse (for groping),
- 1 vendor employee charged with aggravated criminal sexual abuse and sexual exploitation of a child on school grounds (exposing and touching), and other charges added for past acts occurring off school grounds for which he was not previously charged,
- 1 misdemeanor battery (charged since January)

7 active CPD investigations,

5 cases suspended by CPD,

3 cases unfounded by CPD,

7 cases that CPD is not investigating

8 OIG cases closed (1 substantiated)

Actions Pertaining to OIG Investigations (As of April 23, 2019)

Pulled
- 76 adults pulled from school pending investigation (5 additional, previously pulled adults have been reinstated)

Blocked
- 10 substitute teachers blocked from teaching in CPS

Retired
- 8 employees under investigation have retired or resigned

Fired
- 14 employees terminated from their positions

76 Adults Currently Pulled (As of April 23, 2019)

34 Teachers

13 Security Guards

6 Vendor Employees

5 SECAs

4 Bus Drivers or Aides

4 Custodial Workers

3 Deans (2 charter, 1 CPS School Culture Coordinator)

7 Others

14 Adults Terminated (As of April 23, 2019)

- 6 Security Guards
- 2 Coaches
- 1 each: Dean, Lunch Monitor, SECA, Substitute Teacher, Teacher, and Vendor Employee.
- Does not include those who resigned, retired, or otherwise left the district without being terminated from employment by CPS, a charter network, or a vendor.