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## **OIG Discovers 163 Former CPS Employees Not Eligible for Rehire Working in CPS Charter and Contract Schools**

Chicago — A Significant Activity Report released today by the Office of Inspector General for the Chicago Board of Education details the OIG’s findings in a review of employees working in Chicago charter and contract schools who were previously given “Do Not Hire” (DNH) designations by Chicago Public Schools. The OIG determined that, as of December 2016, 163 of those employees were working at CPS charter and contract schools. The Board is developing a plan to address this problem.

Some key takeaways from the OIG’s review are as follows:

- The 163 former CPS employees with DNH designations equals 2% of the total number of workers employed by CPS charter and contract schools.
- 98 of the 163 (60%) employees barred from returning to CPS were working in charter or contract schools as teachers.
- 34 of the 163 (21%) were employed at charter or contract schools as administrators or managers. Ten of those were given DNH designations by CPS for falsifying or forging CPS documents. Seven of the administrators and managers identified were classified as DNHs for theft, misappropriation of funds, fiscal mismanagement or waste of funds.
- Three employees found working at charter or contract schools during the 2016–17 school year were designated as DNHs by CPS for sexual abuse. Those employees are no longer working at those schools.
- 22 former CPS employees who were designated as DNHs due to improper corporal punishment or physical abuse of students were working in charter or contract schools during the 2016–17 school year. Based on their job titles, two of those former employees apparently were holding positions at those schools with increased disciplinary responsibilities.

- Former CPS employees with DNHs were found working for 33 different charter or contract operators. Four of those operators employed 11 to 27 individuals with DNHs, 11 of the operators employed 4 to 8 of those individuals, and 18 employed 1 to 3.
- Five percent of all CPS employees who received DNH designations in the last five years were found to be working in charter or contract schools.
- The charter and contract schools apparently did not know that they were hiring employees who had been given DNH designations by CPS, because there was no system in place by which charter or contract schools could learn whether their employees or prospective employees had received those designations.
- On June 30, 2017, the OIG issued a summary report (OIG 16-01121) to the Chicago Board of Education that detailed its findings and recommendations. The OIG recommended that the Board develop and implement a policy or program through which charter schools could learn (1) whether their current employees or prospective hires have received DNH designations from CPS, and (2) the reasons for those designations. Additionally, in DNH cases that raise legitimate concerns about child safety and welfare, the OIG recommended that CPS should notify charter and contract schools when it becomes aware that those employees are working at those schools.
- The Board recently advised the OIG that it took action with respect to the situations the OIG had identified as presenting the most critical danger to students. Specifically, CPS contacted the charter schools that employed individuals found by CPS to have been sexual abusers, and those individuals are no longer working at those schools. The Board also advised the OIG it is working to establish a broader method by which charter and contract schools will be able to receive DNH information from CPS.

A copy of the Significant Activity Report is attached and can be found online at the OIG's website: [cpsoig.org/reports.html](http://cpsoig.org/reports.html).

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