

UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF
INDIANA, FORT WAYNE DIVISION

Raymond Mack v. East Allen County Schools, et al.

Mack · No. 1:24-CV-102-HAB; 1:25-CV-63-HAB-ALT · Decided March 30, 2026

SUMMARY

The United States District Court for the Northern District of Indiana addresses Raymond Mack’s consolidated claims arising from his termination as a school bus driver and the revocation of his Indiana school bus driver certification. The court grants summary judgment to the school defendants on Mack’s due process, discrimination, and Labor Management Relations Act claims, finding that he received constitutionally adequate process and lacked evidentiary support for discrimination. The court grants Mack summary judgment against the state transportation official on his due process claim, concluding that his certification was revoked without required pre-deprivation process.

CASE DETAILS

COURT	United States District Court for the Northern District of Indiana, Fort Wayne Division
WRITING FOR THE COURT	Holly A. Brady
JURISDICTION	United States District Court for the Northern District of Indiana
DECIDED	March 30, 2026
DOCKET	1:24-CV-102-HAB; 1:25-CV-63-HAB-ALT
DISPOSITION	other
PROCEDURAL POSTURE	Cross-motions for summary judgment in consolidated federal civil-rights, employment-discrimination, and labor-law actions arising from Mack's termination by East Allen County Schools and revocation of his Indiana school-bus-driver certification.
STANDARD OF REVIEW	Summary judgment is appropriate when there is no genuine dispute as to any material fact and the movant is entitled to judgment as a matter of law. Evidence is viewed in the light most favorable to the nonmoving party, and the court may not make credibility determinations or weigh evidence. For the due-process claims, the court applied the Mathews v. Eldridge balancing test.
PRECEDENTIAL VALUE	Unknown

PARTIES

Raymond Mack v. East Allen County Schools, Marilyn Hissong, Janet Good, Patty Prosser, Mark Smith, Patrick McCann, Charles Ward, Michael Larocco

TOPICS

procedural due process

summary judgment

section 1983

employment discrimination

civil procedure

PRACTICE AREAS

civil rights

employment discrimination

constitutional law

civil procedure

administrative law

QUESTIONS PRESENTED

1. Whether the School Defendants provided constitutionally adequate due process before and after reprimanding, suspending, and terminating Mack.
2. Whether Mack had a protected liberty or property interest in additional training, a bus monitor, preferred bus routes, or enforcement of state reporting requirements.
3. Whether Mack presented sufficient evidence to create a genuine dispute that his termination or other employment actions were based on race in violation of Title VII and 42 U.S.C. § 1981.
4. Whether Mack established a retaliation claim under Title VII or § 1981.
5. Whether the School Defendants could be liable under Section 301 of the Labor Management Relations Act.
6. Whether Mack was entitled to pre-deprivation process before Larocco revoked his state-issued school-bus-driver certification.

HOLDINGS

1. The School Defendants did not violate Mack's due-process rights because they provided constitutionally adequate notice and opportunities to respond before and after the final written reprimand, suspension, and termination.
2. Mack had no cognizable liberty or property interest supporting due-process claims based on the amount of job training, assignment of a bus monitor, selection of bus routes, or the School Defendants' late reporting of the 2023 incident to the state.
3. Mack failed to produce evidence from which a reasonable factfinder could conclude that his race caused his termination, route assignments, failure to receive a bus monitor, or other adverse employment actions.
4. Mack failed to establish a retaliation claim because he did not identify sufficiently developed protected activity or show a causal connection to his termination, and intervening misconduct broke any asserted causal chain.
5. The School Defendants could not be held liable under Section 301 of the LMRA because public school districts and their employees fall within the statutory exclusion for states and political subdivisions.

6. Mack was entitled to some pre-deprivation notice and opportunity to be heard before Larocco revoked his state-issued school-bus-driver certification, and Larocco violated due process by summarily revoking it without providing that process.

KEY QUOTATIONS

“Due process typically requires any deprivation to “be preceded by notice and opportunity for hearing appropriate to the nature of the case.””

“The Court concludes Mack was entitled to some pre-deprivation process.”

“Mack’s conduct simply did not reach that level and due process demanded that Larocco provide Mack notice and an opportunity to be heard before revoking his yellow card.”

FACTUAL BACKGROUND

Raymond Mack, a Black former school-bus driver for East Allen County Schools, was employed from 2019 until his termination in January 2024. He received discipline for unsafe driving in 2020 and for leaving a student on his bus in February 2023. After a January 2024 incident involving an unsafe bus movement, an investigation revealed that Mack had repeatedly left a special-needs student unattended on a bus with the keys in the ignition, after which the school suspended and terminated him. The Indiana Department of Education later revoked Mack's school-bus-driver certification for six months without providing pre-deprivation notice or an opportunity to be heard.

PROCEDURAL HISTORY

Mack filed multiple state-court actions concerning his termination, certification revocation, due-process claims, discrimination claims, and LMRA claims. Two actions were removed to federal court and consolidated. The School Defendants moved for summary judgment; Mack and Larocco cross-moved for summary judgment on Mack's due-process claim against Larocco. The court granted summary judgment to the School Defendants, granted Mack's motion against Larocco, and denied Larocco's motion.

DISPOSITION

other

REMAND INSTRUCTIONS

The court will schedule further proceedings by separate order on Mack's prevailing due-process claim against Larocco.

CASES CITED

- Erickson v. Pardus, 551 U.S. 89 (2007)
- Osborn v. JAB Management Services, Inc., 126 F.4th 1250 (7th Cir. 2025)
- Tolan v. Cotton, 572 U.S. 650 (2014)

- *Sorensen v. WD-40 Co.*, 792 F.3d 712 (7th Cir. 2015)
- *Metropolitan Life Insurance Co. v. Johnson*, 297 F.3d 558 (7th Cir. 2002)
- *Hendricks-Robinson v. Excel Corp.*, 154 F.3d 685 (7th Cir. 1998)
- *Anderson v. Liberty Lobby, Inc.*, 477 U.S. 242 (1986)
- *Wright v. Illinois Department of Corrections*, 204 F.3d 727 (7th Cir. 2000)
- *Mullane v. Central Hanover Bank & Trust Co.*, 339 U.S. 306 (1950)
- *Dietchweiler by Dietchweiler v. Lucas*, 827 F.3d 622 (7th Cir. 2016)
- *Mathews v. Eldridge*, 424 U.S. 319 (1976)
- *Cafeteria & Restaurant Workers v. McElroy*, 367 U.S. 886 (1961)
- *Morrissey v. Brewer*, 408 U.S. 471 (1972)
- *American Manufacturers Mutual Insurance Co. v. Sullivan*, 526 U.S. 40 (1999)
- *Cleveland Board of Education v. Loudermill*, 470 U.S. 532 (1985)
- *Gilbert v. Homar*, 520 U.S. 924 (1997)
- *Holly v. Woolfolk*, 415 F.3d 678 (7th Cir. 2005)
- *Jones v. City of Gary, Indiana*, 57 F.3d 1435 (7th Cir.)
- *Chaney v. Suburban Bus Division of Regional Transportation Authority*, 52 F.3d 623 (7th Cir. 1995)
- *Hobbs v. City of Chicago*, 573 F.3d 454 (7th Cir. 2009)
- *Milligan-Grimstad v. Stanley*, 877 F.3d 705 (7th Cir. 2017)
- *McDonnell Douglas Corp. v. Green*, 411 U.S. 792 (1973)
- *David v. Board of Trustees of Community College District No. 508*, 846 F.3d 216 (7th Cir. 2017)
- *Barbera v. Pearson Education, Inc.*, 906 F.3d 621 (7th Cir. 2018)
- *Ortiz v. Werner Enterprises, Inc.*, 834 F.3d 760 (7th Cir. 2016)
- *Swidnicki v. Brunswick Corp.*, 23 F. Supp. 3d 921 (N.D. Ill. 2014)
- *Coleman v. Donahoe*, 667 F.3d 835 (7th Cir. 2012)
- *Brooks v. Avancez*, 39 F.4th 424 (7th Cir. 2022)
- *Smith v. Chicago Transit Authority*, 806 F.3d 900 (7th Cir. 2015)
- *See v. Illinois Gaming Board*, 29 F.4th 363 (7th Cir. 2022)
- *Castro v. DeVry University, Inc.*, 786 F.3d 559 (7th Cir. 2015)
- *Brown v. Northern Trust Co.*, 1997 WL 733910 (N.D. Ill. Nov. 18, 1997)
- *Alvarez v. Royal Atlantic Developers, Inc.*, 610 F.3d 1253 (11th Cir. 2010)
- *Weaver v. Elkhart Community School Corp.*, 95 N.E.3d 97 (Ind. Ct. App. 2018)
- *Simpson v. Brown County*, 860 F.3d 1001 (7th Cir. 2017)
- *Guenther v. Fort Wayne Dough Co., LLC*, 2026 WL 796742 (N.D. Ind. Mar. 19, 2026)
- *Hodel v. Virginia Surface Mining & Reclamation Association, Inc.*, 452 U.S. 264 (1981)
- *FDIC v. Mallen*, 486 U.S. 230 (1988)
- *Barry v. Barchi*, 443 U.S. 55 (1979)
- *Rhein v. Coffman*, 118 F. Supp. 3d 1093 (N.D. Ill. 2015), *aff'd*, 825 F.3d 823 (7th Cir. 2016)

