

The Board meeting of the Board of Education of the Oak Park and River Forest High School was held on Thursday evening, February 26, 2009, which began in the Third Floor Library and ended in the Board Room of the high school.

Call to Order

President Conway called the meeting to order at 7:30 p.m. A roll call indicated that the following members were present: John C. Allen, IV, Jacques A. Conway, Valerie J. Fisher, Dr. Ralph H. Lee, Dr. Dietra D. Millard, and Sharon Patchak-Layman. Also present were: Dr. Attila J. Weninger, Superintendent; Jason Edgecombe, Assistant Superintendent for Human Resources; Cheryl L. Witham, Chief Financial Officer; Philip M. Prale, Assistant Superintendent for Curriculum and Instruction; Jack Lanenga, Assistant Superintendent for Operations; Amy Hill, Director of Assessment and Research, James Paul Hunter, Faculty Senate Executive Committee Chair; Ryan Mullin, Student Council Board of Education Liaison; and Gail Kalmerton, Executive Assistant/Clerk of the Board.

Visitors

The Board of Education welcomed the following visitors: Kay Foran, OPRFHS Community Relations and Communications; Jason Dennis, John Bokum, Trapeze; Dan Knickelbein, Lupe Witt, Sharon Delius, Linda Spain, Jim Goodfellow, Colleen Biggins, Allison Hennings, Kevin McCarron, Craig Larson, Marci DiVerde, Joyce Gajda, Carol Ewald, Carol Gould, Debra Kadin, Linda Puckett, Nancy , Burcy Hines, Penny Epton and husband, Cynthia McGuckin, Pat Crane, Tim McDonnell and Wayne Lindwall of SEIU, Barbara Markley, Iris Zaldivar, co-chair of Citizens' Council, Lonnie Brown, Pat Zawarus, Danny Matos, Darlene Cubie, Peter Hermann, John Ridenour, Maurice Perez, Elimelie Cordero, Cindy McGuckin, Joanne Ragalie, Rose Flannegan, Matthew J. Granholm, Robert and Patti Collins, Jerry Kenton, Gary Johnson, Sean and Nancy Ristau, Art Chambers, Ashley Shapiro, Kevin and Sandra Campbell, Stephen Subach, Nick Huggins, Mami Andry, and Kevin Landau, Carrie & Jim Whalen, Jingyi and Lixin Liu, Will Bowman, Richard and March Varker, Dave Valdez, Chuck and Mary Ann Smith, Mary and Jonathan Darnell, Hannah Belle Bloyd-Peshkin, Lawrence Blake, Paul Whalen, Lukas Meyer, William Bowman, Kara Jordan, Megan White, Tom Benedict, Stephanie Oliver, Gabrielle Cole, Wyanetta Johnson, Co-Chair of APPLE; Vic Guarino and Amy Leafe McCormack, candidates for OPRFHS Board of Education; Lane Hart of the Oak Park Park District, Ali ElSaffar and David Boulanger of the Oak Park Township, Paul Keller of Ancel Glink; David Pope, Greg Marcy and Ray Johnson, Oak Park Trustees; Dr. Connie Collins, Superintendent of District 97 and Peter Traczyk, Vice President of District 97 Board of Education; Judie Wilson, League of Women Voters; Debra Kadin of the *Chicago Tribune*, Chris LaFortune of the *Oak Leaves*, and Terry Dean of the *Wednesday Journal*.

Recognition of Students

The Board of Education recognized the following students:

Jingyi Liu, First Place, Martin Luther King Oratory Contest
Elisa Epstein, Second Place, Martin Luther King Oratory Contest
Tequilla Thomas, Third Place, Martin Luther King Oratory Contest

Jonathan Darnell, Courageous Huskie Award Recipient
Hannah Belle Bloyd-Peshkin, Award Winning Kayaker
Lawrence Blake, Illinois Music Educators All State Choir Competition, Bass 1
Spencer Brown, Illinois Music Educators All State Honors Orchestra, Second in Tuba
Adele-Marie Buis, Illinois Music Educators All State Honors Orchestra, Third in Oboe
Paul Whalen, Illinois Music Educators Honors All State Jazz Band, Third in Piano
Nicholas Ellman, Illinois Music Educators All State Jazz Band, Third in Lead Alto
MacKenzie Harris, Illinois Music Educators All State Choir Competition, Bass II
Lukas Meyer, Illinois Music Educators All-State Choir Competition, Tenor I

Jingyi Liu, then read the speech that one her first place in the Martin Luther King Oratory Contest.

“A Treatise Against Apathy

“For all that I have observed on the grounds of OPRF and in the domes of our capital, I will say this: yes, America has come far since the days of Dr. Martin Luther King Jr. A few decades ago, nine high school students from Little Rock, Arkansas received jeering, bricks and bomb threats along with their wish to learn. A few decades ago, Emmett Till could not find justice amongst an all white jury that acquitted his murderers despite explicitly incriminating evidence. Nowadays, if Dr. King could gaze into the halls of Oak Park and River Forest during a passing period or attend the inauguration of our nation’s first president of color, I am sure that he would see us as the realization of his once impossible dream.

“But stop and think for a moment, because those examples are only snapshots of our school and of our country. If Dr. King saw a film that went into the nadir of Oak Park and River Forest’s classrooms, he would see students too caught up with being uncomfortable with the color of their skin, the slant of their eyes or the accent with which they speak instead of attending classes that suit their true interests and potentials. If Dr. King saw a documentary of select reactions to our president-elect, he would find supremacists plotting assassination much like the ones that plotted his own. Yes, with help, Dr. King has bestowed legacies of trust, open-mindedness, understanding, and faith to our generation, but we cannot slip into nonchalance to think that those legacies are fulfilled. It is all right to gaze upon the victories with pride, but we cannot ever be lulled into a coma of satisfaction. Racism has a prettier face than it did yesterday, but it still thrives in the underground tunnel of the Blue Line station where I heard a man spewing racial epithets at a Black man last November or outside the

railroad station of Long Island where teenage boys brutally stabbed and murdered Marcello Lucero because he was Latino.

“Dr. King once said, “Change does not roll in on the wheels of inevitability, but comes through continuous struggle. And so *we* must straighten *our* backs and work for *our* freedom.” There are those who see change in racial fairness embodied in the spirit of one man who they think can quell the currents of whatever is left over from centuries of oppression and inequality. To those people, I can only say that change cannot ride on the back of one man without inevitably crippling him. I do not wish to address evidence of segregation at Oak Park and River Forest because I believe that every student and faculty member is well aware of the problems that keep us at what feels like two schools sharing a piece of property. I believe that we are all intelligent and conscious of the presence of such separation, but take little action to understand why it happens or to patch such a division. Action is found in the individual efforts of a population to initiate a departure from the status quo. Dr. King neither steered the bus boycotts of 1955 to success, nor did he single-handedly desegregate lunch counters across the country. The people that did so were the Americans of Montgomery, Birmingham, New York City, Nashville and Raleigh because “injustice anywhere is everybody’s concern” in the words of Martin Smolin, a student at Columbia University during the sit-ins. Therefore, if a man like Marcello Lucero is murdered in Long Island because of his ethnicity, it should collide with the boundaries of your concern.

“A revolution broods in our souls but is bound to stay there if we become complacent with the state in which we live. We cannot reflect on racial prejudice in one assembly period, one day, or even one month. We have to examine its condition in every hour, minute and second of every relevant situation. We have to join hands with civilization, and make a conscious effort to wipe off what is left from the stains of inequality. Fifty years ago, the world was a completely different place. It evolved into the world which we know today not because of one man, but because of millions standing together to bring change even amidst police brutality, hate crimes and assassinations. Fifty years from now, the world could change once again, or it could stay as is, depending on what you, your friends, colleagues, neighbors and everyone you know determines to do. The umbrella term of “human” cannot be unfolded by merely one man; it can only be extended with the power of millions trying their hardest to establish equality. Figuratively speaking, Dr. Martin Luther King Jr. was not one man, but represented a mass of individuals striving for a common cause.

“My message is simple. Do not be fooled into thinking that racism is a waning issue, and do not burden all your hopes of racial equality on the back of someone else. However, *do* take the injustice occurring in the dusty corners of the world as if it was occurring in your own home and *do* unite to make yesterday’s dreams tomorrow’s reality. More mending is needed before we can officially call America a mixed patchwork of democracy and it cannot happen until everyone picks up a needle to help.”

Public Comments

Barbara Markley, resident of 204 S. Elmwood, Oak Park. Ms. Markley stated that she had lived in Oak Park all of her life and her five children, three sons-in-law, and a possible about-to-be ninth grandchild who graduated from OPRFHS. She expressed her support of the custodians. She appreciated all that they did from the grounds to the building. She asked the Board of Education to keep the custodians because they know the students, because it was important now as it was when her children attended. She was impressed with the quality of the custodians. She was also impressed with the stories in the newspapers about the custodians including the one titled “Like Father, Like Son.” Dave Crisp engenders what this school is about; he helps coach the girls’ basketball.

She continued that when the Board of Education later in the evening discusses the TIF, she hoped that at some point OPRFHS votes no to it. The money is not coming to the school. Those who were against it previously still feel the same way. The promises were not kept. She asked that the TIF be stopped.

Tim McDonnell, Vice President, Local 73 SEIU Representative, read the following statement noting that it served as the official position of SEIU, Local 73 regarding the School Board’s intent to privatize custodial and building and grounds work.

“The school board never took a vote to issue requests for proposals (RFP) for the purpose of considering privatization of bargaining unit work in a public meeting. The Union’s position is that this renders the entire process invalid until such a time as an official vote to consider privatization of bargaining until work is taken during a regularly scheduled public meeting.

“After such a vote is taken, the Union has the opportunity to bargain once it has the chance to view the terms of the RFP. The RFP was never provided to the Union. The Union’s position is that, before the Board can consider any bids submitted pursuant to the RFP, the Board must provide the Union with a copy of the RFP and bargain with the Union.

“Pursuant to 105 ILCS 5/10-22.34c, Board must adhere to the following process: Review and consideration of all bids by third parties to perform non-instructional services shall take place in open session of a regularly scheduled school board meeting unless the Union agrees in writing that such review and consideration can take place in open session at a specially scheduled school board meeting. The union has never agreed and will never agree that such review and consideration can take place in open session at a specially scheduled school board meeting.

“A minimum of one public hearing, conducted by the school board prior to a regularly scheduled school board meeting, to discuss the board’s proposal to contract with a third party to perform non-instructional services must be held before the board may enter into a contract with a third party. The Board must provide notice to the public of the date, time, and location of the first public hearing on or before the initial date that bids to provide non-instructional services are solicited or a minimum of 30 days prior to entering into such a contract, whichever provide a greater period of notice.

“A contract must not be entered into unless the school board provides a cost comparison, using generally accepted accounting principles, of each and every expenditure category and account that the school board projects it would incur over the term of the contract if it continued to perform the non-instructional services using its own employees with each and every expenditure category and account that is projected a third party would incur if a third party performed the non-instructional services.

“The Union’s position is that the data collected by the Board for cost comparisons is insufficient and incorrect, as the information has been essentially cherry-picked, such that the information is being presented in the light most favorable to privatization. Such a process does not follow generally accepted accounting principles and the information that is being used is therefore incorrect.

“If the Board does not cease its unlawful actions and correct its failure to adhere to the proper statutory procedures, the Union will seek injunctive relief.”

Alex Box, OPRFHS student, addressed the Board of Education, regarding the custodians.

Mr. Box stated that he was part of the stage crew and while he was unaware of the financial ramifications, that stage crew was close to the B&G staff AND loved them. They were a big friend to the student body. He said he knows most of them by name and he is only a sophomore. He felt it would be sad to outsource them.

Emil Cordova, B&G Employee, addressed the Board of Education, read the reasons he thought of for why he District would dismiss the B&G custodial force from OPRFHS Community.

“To struggle with the idea of a well trained and prepared force for those things besides doing maintenance work. Too many associate, bachelor, and some master degree, like me.

“To break a model of diversity. We are the most diverse department in OPRF community, as far as race and gender. Thanks to our past (“Closing the Gap Project”) and present administrator that this was possible. All White (1/3), Black (1/3), and Hispanic (1/3) find themselves a place to spend more than 1/3 of their daily life. Of course, this accomplishment brings its own challenges, but here we are as a witness/model to America that diversity is our richness.

“To silence the voice of those who can speak when we feel challenge, by an institution. As a result, the goal is to break the Union. We are part of a well-represented and powerful international Union.

“To give a chance to those who may willing to work for a minimum salary and become part of the America poverty culture, struggling to make it in life. The same people who are willing to sacrifice their families working two jobs to make a livable salary. These are the people who cannot even raise their children, cannot see them playing ball, or be there when they need their parent the most.

“To be part of that philosophy of Corporate America of taking jobs out of the American people (like the whole idea of NAFTA, which will undergo change by Obama’ administration)) and give it to undocuments or illegals and God knows who else. If money is an issue for 2017-2018 (as stated in the *Trapeze*) we should think about bring company out of America to outsource (I call it “privatization” which has a close relationship to the issue of globalization) or custodian force (ideas are China, India, and Latin American countries). I think that the savings would be greater than the one presented today at 11:00 am in the Board room. Or, if saving money is the issue how about privatizing the administrators. One more time, people from those countries would do it for a fraction of our current personnel. We may consult with Dell Computer and United Airlines Companies, which are beneficiaries of these savings.

“To compromise our high status among America high school and become an average school in Illinois.

“To create a model for future budget balance in OPRF community. The question is: Who or what department accommodates this principle of privatization in future saving plans.

“To create a “second class force” or subgroup of custodian (janitors) in a community that has a strong sense of integration. This whole idea of privatization will create a big salary gap between the custodian and the rest of the OPRF community. “Which at the same time will create this classification of second class force promoted by an American corporation, where profit is the main concern or is the bottom line. This culture of second-class citizen is a painful one of our past in American history where color of skin and sex (but not limit to) define the person’s values within an organization. Our department had fought hard to exclude this idea of segregation because of what people do and how much he/she makes. The bottom line is that our present salary and benefit are part of what has been respected, and appreciated, and does justice for the job we do.

“To balance the budget on the back of one department, out of so many in OPRFHS.

“To evade internal problem in our department, instead of confronting and solving them. There are always ways to improve and to “be the best” in the midst of some personnel (in B&G) that cannot accommodate, operate, and behave themselves in the OPRF mission and future plans.

“To have 28 people be in tune with the economic meltdown, which includes one of the highest unemployment rates in America history. People, that had spend most of their lives here, will see their personal plans be taken away. I think Senator Harman (which represents the Village of Oak Park) and President Barrack Obama would disagree with the current administration and Board’s plan of privatization.

“To see OPRFHS’s savings bank account grow (in case of any saving) from privatization or may be higher spending after the third party vendor’s final bill (of course including hidden fees that come with last minute spending) on future contracts (after the first one expired).

“To open OPRFHS community to Wall Street model where quantity (profit) overcome or supersedes quality (“THOSE THINGS THAT ARE BEST”).

“Or may be: There is No reason to do it.

Mary Ann Smith, resident, addressed the Board of Education.

She stated that last month she spoke as the wife of a custodian and this month she was speaking as the mom of a custodian. She works for a company that designs and furnishes office-working environments. She was charged with putting out an RFP for carpet cleaning, outside landscaping, and custodial services. While reviewing the bids, she looked at the vendors' core values and whether they had a strong history, etc. Then she thought what was it the company was trying to accomplish. Her customers would never be influenced by these firms. As the Board of Education reviews the outsourcing of custodians, she did not believe it had the same luxury, especially as students are honored. Thank you.

Patti Collins, secretary to the Buildings and Grounds Department, thanked everyone for attending and showing their support of the custodians. The custodians are the ones that come here every day and are so friendly and willing to perform the same professional job that they have done for years. She read the following statement to the Board of Education.

“We have 28 custodians with 400 years of service. They are dedicated, trained, experienced professionals who clean over a million square feet of our school daily. Ninety percent % of what they do is behind the scenes. They set up and take down for hundreds of events throughout the school year. While most of you were enjoying your Christmas holidays a few years ago, they were working cleaning up the mess from the horrendous flood. They handle students defecating all over a bathroom, vomiting all over a classroom, broken glass, and blood from fights. They transport students in wheel chairs dozens of times daily when our elevators go down. They turn in cash when they find it. They literally catch students when they fall. They remove glue boards with squealing mice and sometimes have to get a flying bird out of a classroom. They spend countless hours setting up and taking down gymnastics equipment at the beginning and end of the season. If this equipment is not set up just right – our students' safety is at risk. These are not just occasional occurrences. This is life at OPRF High School.

“But for some reason – the Board and Administration seem to feel that these 28 custodians are the source of financial concerns of the District. Out of 460 district employees, they find it necessary to see if these 28 people can be replaced to save a few dollars.

“If you were to come before all of the staff – and say times are tough – we need to tighten the belt - everyone has to take pay freezes. Of course, no one would like it. But I believe if all groups saw it happening at the top – we would understand and know that it is truly necessary.

“But this is not at all the case. We have 11 administrators making nearly 1.8 million dollars in salary and benefits. The administration, faculty,

and miscellaneous 'others' group received between 4.5% and 6% raises. A 6% raise on top of \$194,000 is a lot of money.

"I do not believe this is about money.

"So what is the real problem between administration and the custodian group? If there are issues that need to be dealt with – it is the administrations' responsibility to identify and resolve those issues.

"To quote the Trapeze "Besides issues of trust, there is something much more personal about having an in-house custodial staff. They are members of our community, and firing them to be replaced by strangers would be poor treatment toward fellow Huskies."

"That is a simple yet powerful statement.

"I urge you to drop this idea of outsourcing. Give the employees of the Buildings & Grounds Department the contract and raises they deserve just as everyone else has received. To put them through this is absolutely shameful. Thank you for your consideration."

Mara Bledsoe, OPRFHS student, addressed the Board of Education.

"I wore orange tonight just as I did when I stood up for the lights. These are Huskies. I have been through it all. I have been locked out my classroom; I am a student that has every possible interaction with these custodians. One would sing to me and I look forward to seeing some of them every day. There is no price tag on that. She realized that it was a tough decision and the Board of Education was trying to do its job. However, sometimes one has to take the human side over the economic side. One cannot put a price on that.

Toni Hagins, B&G Employee, addressed the Board of Education.

Ms. Hagins thanked everyone for coming to support the custodians both this month and last month. She could not find the words to express how the custodians felt about them and their support. Noting that they were all Huskies, she wanted to congratulate the students at this meeting on their support. She stated that a tree was planted in honor of Josie Valdez, because her daughter wanted her to be remembered at OPRFHS. The custodial staff is proud to be part of this school. As the chief steward for the B&G department, she has tried to come to every one of the timeline steps allowed. On February 10, there was a mandatory pre-bid conference where all of the third party vendors were taken on tours of the building. One vendor said to the other vendor, "Are you the guys who low-balled all of these bids." She did not find that humorous, as these were their jobs.

Ryan Mullin, resident of 313 N. Oak Park Avenue, Oak Park, and student referenced the remarks he made last month about this school being a family, whether it had to do with athletics, Student Council, events after hours, assisting with the new recycling program, etc. This month he represented the students who did not get a chance to speak. He then submitted letters individually signed by 600 students, which read as follows:

“Dear Members of the Board of Education,

“I am writing to you to express my concern with the idea of outsourcing the custodial staff here at OPRFHS. Our custodians are familiar faces who we are comfortable having around and who know many of us by name.

“In such a large school, it is important to have the support staff remain the same people every year so that students have trusted, familiar people in the building. We rely on them daily to help us, from un-sticking our lockers and finding lost items to getting belongings left behind in locked classrooms. I also feel that it is better for the students to know personally the custodial staff because we are much more likely to pick up after ourselves instead of imposing on people we know to pick up after us.

“I hope you will finally put an end to the idea of outsourcing and keep our custodial staff as it is now.

Sincerely,”

Mr. Mullin stated that this was a fraction of what of the letters that would have been submitted if they had longer than one day to collect them.

Terry Keating, resident of 713 Wesley, Oak Park, addressed the Board of Education.

Mr. Keating stated that he had worked with the custodians thirteen years ago. He went on to get his business degree from DePaul University and had been a deck holder at the Mercantile Exchange. He understood that labor was the biggest cost in any business. He wanted the Board of Education to consider the custodians as part of the security staff. There were times when he worked at the high school that he had to call the police. The custodians also work as a security team and that should be considered a premium. The other aspect of outsourcing would be the “undesirables” who might be hired. The high school would look bad if one of the outsourced custodians were to be caught selling drugs or were child molesters, etc.

Gabrielle Cole, OPRFHS student and resident of 208 W. LeMoyne, Oak Park addressed the Board of Education.

Ms. Cole stated that the custodial staff's main job was not being custodians; it was to be friends and confidants. They have smiling faces in the morning, and they have friendly faces in the evening. They have been mentors and coaches for her four years at the high school. They are Huskies, a part of the school community and they cannot be cut them off without concern and without love. They have given of their lives, their concerns to the students. She needed to know if the school was going to be led by money or loyalty. The custodians are the friends and the family. The Board should reflect on that before making a decision.

Naomi Hildner, OPRFHS faculty member, agreed with Ms. Cole. Ms. Hildner while agreeing that there were fiduciary concerns, that should not be the last concern, as to outsource these employees would be a betrayal to all. If the Board of Education outsourced the custodians, it would be a betrayal to this community. This is a family institution and to go with outsourcing would take away from the OPRFHS family. It will not save money, it will not be efficient, and it could, possibly, cause greater concerns than money.

Wyannetta Johnson, resident of 929 S. Oak Park Avenue, Oak Park stated that her son worked with these same people four years ago and so did Dr. Bridge's son. The custodians have always helped the APPLE organization. She asked the Board of Education to consider that it would be taking away jobs from those who had been at the high school for up to 25 years. It is about finding a way. The teachers and the superintendent are paid well and others should not be made to suffer. She asked that the Board of Education to give the custodians an opportunity.

Andrew Godbold, OPRFHS student, addressed the Board of Education.

Mr. Godbold agreed that the custodians take care of building. As an athlete, he spends more time here than at his home. This place is always clean, the supplies are always ready, and the custodians are everyone's friends. To see them on the brink of losing their jobs is bad; this is family; they are needed and they are concerned about the students. He understood that the Board of Education has economic issues to review.

Kevin Schwarz, OPRFHS student, addressed the Board of Education.

Mr. Schwarz attested to the fact that the even the Field House was cleaned every day. Outsourced rotating staff will not know the students; if they are not accustomed to the school or are not connected to the school, they will not do as a good a job as the OPRFHS staff. His Spanish teacher told

him today that the same custodian had cleaned the room for five years. The custodians always respond to the needs. They are supportive of athletics, the theatre program, and the student body. There are plenty of ways to cut funds and spend money on other people. The people who work here are their friends. He convinced five of his classes to sign the letter to the Board of Education.

Patt Cheney, OPRFHS employee and resident of Oak Park, stated that she had graduated from OPRFHS in 1972. She attested to the fact that the custodial staff was responsive to not only the needs of the individuals in the building, but outside activities as well. OPRFHS hosts regional activities and the school often is complimented as being one of the cleanest buildings in the State of Illinois. Many of the custodial staff live in the community, graduated from here, and care about the school. When there was flooding and storm damage, they came in on their off days to save the library. They respond to extra requests with a smile. This is a community, they are family, and she would hate to see this environment deteriorate.

Mary Jo Lopez, resident of 927 Clinton, Oak Park, stated that as she listened to the community and the students, she commented that the community had done a great job of raising these children and that they should be proud. The custodians are part of the community and the community looks to the custodians as part of its family. They care about the people. They are leaders and mentors. They treat people properly and the Board of Education should find other ways to balance the budget.

Mr. Conway thanked the public for their comments and noted that this would again be discussed at the March 17 Finance Committee and the March 26 Board of Education meeting.

The Board of Education recessed to move to the Board Room at 8:42 p.m. At 9:00 p.m., it resumed its open session.

Changes to the Agenda

Ms. Patchak-Layman asked that Item I of the consent agenda be removed for a separate discussion.

Board of Education Comments

Ms. Patchak-Layman noted that she was pleased to see the other members of the taxing bodies and the other board members at the meeting. She thanked them for attending.

Mr. Conway wanted to recognize the students and it was a testament to the custodians of the support from the teachers, the staff, and the administrators. This is a wonderful community and he was happy to be part of it.

FOIA Requests	Mr. Conway reported that three FOIA request had been received and three had been resolved.
Student Life	<p><u>Student Council</u>—Ryan Mullin reported that the Huskiepalooza was much fun with the Athletic Huskie Performance, the combination of the air band performances and the OPRFHS Man Contest.</p> <p>The school has made significant progress on recycling, as now almost every teacher participates and the dumpsters are filling up at a faster pace. Previously the school filled 28 containers each week and would have to pay Waste Management to have them taken away. Last week only 17 containers were filled and the school was paid to have them taken away. He stated this was a school-wide endeavor.</p>
Principal’s Report	Mr. Weninger reported that Mr. Rouse was attending the National Association of Principal’s conference in San Diego that evening.
Certification of Mid Year Graduates	Mr. Allen moved to approve the January 2009 Graduates, as presented (attached to and made a part of the minutes of this meeting); seconded by Ms. Fisher. A roll call vote resulted in all ayes. Motion carried.
Superintendent’s Report	<p>Dr. Weninger introduced Iris Zaldivar, co-chair of Citizens’ Council. Ms. Zaldivar reported that at the last Citizens’ Council meeting that Ms. Witham made a report on the school’s finances, e.g., projecting out the budget, how the school could get into trouble, and how it could avoid getting in trouble. All the members were impressed with her work and the Board of Education’s work in restricting the expenditures while maintaining the quality of the school.</p> <p>Dr. Weninger reported on the “No Juking” policy at dances and the posters that were created in that regard. He thanked Mr. Rouse and Cindy Milojevic for doing the hard work on this policy and that he had received positive comments on this.</p> <p>Dr. Weninger reported that Monday and Tuesday, March 2 and 3, OPRFHS would host a Mini MSAN Conference. Thirty-five people are signed up to attend and Amy Hill, Director of Assessment and Research, coordinated it. The agenda includes having courageous conversations about race. He thanked Ms. Hill, Devon Alexander, and Milanne Bancroft for their work in this regard.</p> <p>Dr. Weninger reported that OPRFHS hosted its Ninth Annual Black Professional Day this week and many internal and outside speakers participated. It was a wonderful day for students.</p>

Dr. Weninger also reported on the success that the Wrestling Team was having as it was now ranked number one in the state.

District Liaison & Faculty Senate—Mr. Hunter stated that this evening was a continuation of an uncomfortable situation with the high school involving the custodians and the administration. He hoped that the bargaining would proceed and that the mediation would be successful. He asked the Board of Education to continue with the bargaining to resolve this issue. He also noted that it had been interesting to see how the local newspapers have featured the custodial staff, and yet, remarkably, the last two committee meetings were not attended by the press. At the Finance Committee Meeting there was a healthy discussion on cost containment and at the Instruction Committee, there were wonderful reports on the achievement initiatives and the successes that were being had. He was upset that neither of these would reach the papers. The high school has successes, but all that gets in the newspapers are the outlandish comments from candidates running for the River Forest Village Board or from non-District residents on what goes on in this District. Many initiatives have been taken on by the District.

He stated that the faculty repeatedly supported the Board's structure of the TIF and he looked forward to finding out why District 97 was given money and not OPRFHS.

APPLE—Dr. Lee reported that Dr. Charles Flowers, Regional Superintendent of Schools, spoke at the last APPLE meeting about dealing with at-risk and special education students. The meeting was extremely well attended. APPLE invited all candidates for the OPRFHS Board of Education to a forum on March 3.

Early Childhood Care and Education—Dr. Lee stated that he had two documents from the Collaboration for Early Childhood Care and Education (ECCE). He reminded the Board of Education members that the Village of Oak Park Board and the high school collaborated to fund a \$50,000 planning project for the collaboration of ECCE. One document was 20-pages in length and described a strategic plan for the partnership of human development and the other one was a three-page executive summary of that plan. Both of these are the primary sources of documentation of what happened to the \$50,000. He concluded that time would show that this may be the wisest money the high school has spent. He offered to provide copies of them to anyone interested. Dr. Millard added that the ECCE held a forum last Saturday at Julian Junior High and it was attended by hundreds of caretakers; it was a dynamic of show of force. She stated that movement, e.g., dance and physical activity, is a key factor in the success of these children.

Consent Items

Dr. Millard moved to approve the consent items as follows:

- Personnel recommendations;
- Resolutions Ratifying and Confirming Execution of Certain Vouchers and Payment of Certain Bills and Expenses;
- Resolution Authorizing Execution of Certain Vouchers for the month of January;
- Check Disbursements and Financial Resolutions dated February 26, 2009;
- December 2008 Financial Reports;
- monthly December 2008 Treasurer's Report;
- Student Fees for the 2009-2010 school year;
- Life Safety Amendment #19 as presented;
- NIIPC Direct to Manufacturer Foods Contract RFP
- Contract with African-American Christian Foundation to provide Supplemental Educational Services; and

seconded by Mr. Allen. A roll call vote resulted in all ayes. Motion carried.

**Approval of the
Baldrige
Organizational
Assessment
Proposal and
Contract**

Ms. Patchak-Layman wanted this pulled from the consent agenda was because she felt it was in the best interest of the school to go out for bid on this work. She found it difficult to evaluate the proposal because no comparison proposals were submitted. She asked if hiring a local person would lower the cost. It was also unclear to her what meetings would be facilitated by this person and whether the proposal included an adequate number of meetings to train the staff to facilitate the meetings. She felt there was adequate time to go out for bid for a plan that has a Baldrige slant, because the work was intended to start next August. She also felt it would give the new Board of Education an opportunity to do an educational assessment.

Ms. Patchak-Layman continued that the consultant also said that it was helpful for the school to have its mission, vision, and goals, in place before embarking on this project. She asked the Board of Education to table this activity with the attachment that it goes out for bid on this process. Mr. Conway questioned her statement about the school having a vision, mission, goals, etc. She affirmed that the school does have them, but the Board of Education has not had a full discussion or a vote to support them. She felt the school should periodically look to see what is in place and a first step would be to talk about its vision, mission, and goals and to reaffirm the organizational assessment going forward. She felt this was a necessary step. When Mr. Conway asked if she, herself, had not recommended Baldrige, Ms. Patchak-Layman responded affirmatively that she wanted to look at that process.

Mr. Allen stated that he had been working on bringing Baldrige to this school since campaigning for the Board of Education. Baldrige was a framework for assessing educational progress and how one does things. While not a natural cure-all, it is a way of analyzing duties, and a way to continue proving what one has, etc. When he spoke at Citizens' Council about this, he had them participate in an exercise. He arranged people in a circle and they had to pass the ball. It took a few minutes to understand what they were to do that, but in the end, they were doing it far more quickly in each round because they had analyzed the process. This organizational process has been around for decades.

He has personally seen the Baldrige process work two times, one being in child support and law enforcement in Illinois, as that was the division in which he works. Illinois was considered one of the worst states in the country in this regard; it is now one of the best. Another experience was that of the City of Newport News in 1999 in Virginia when it was floundering. It implemented "Framework for the Future," working with citizens to set up criterion groups and designing a plan. The solutions to the problems within the school reside within the stakeholders of this school, the teachers, the students, and the parents. Mr. Allen continued that the future of the children lie within the administration, the faculty, and the staff, and the framework on how this is done must be set. The Board of Education first embarked on workshops about race and what were the hard conversations. The Board of Education survived that and Dr. Weninger found Todd Bloom of Blueprint Educational Group at a highly respected conference. His references include the school district of Iredell-Statesville Schools in North Carolina, which was one of the worst school districts; now it is one of the best in the country because of Baldrige.

Mr. Allen continued that Mr. Bloom had waived his travel costs because he wanted to work with OPRFHS and that was not included in the \$22,000. He is charging OPRFHS only for his time. There six criterion groups will stay within the Baldrige method with seven to 10 members each, and they will include, faculty, administration, a Board of Education member, and staff. The people who do the details in this school will be involved in helping. It will include the help from parents and students in order to solve the problems. The District knows its mission, its vision, and its goals were discussed seven months ago. The main problem is the achievement gap and that is why he is a Board of Education member. This is the best way, but it is not a magic bullet; it is a framework to build the District's own magic bullet. It may take five to seven years, and he asked the Board of Education to begin this process by approving this project. The District has projects and workshops, but it does not know how well it is working and it needs to know how to make that assessment.

Dr. Lee related a personal experience of needing a dentist when he first moved to Oak Park and that he had chosen to get recommendations from others rather than go out for bids. He continued that the District likes alternatives and a testimony to that was the previous theatre that evening regarding the custodial issue. There are differences of opinion and some felt that going out for bids on outsourcing was the best way to do it. In developing long-range planning, alternatives are necessary. He believed that the District went to the people whose opinions were respected and He did not believe the Board of Education should go out for bids on this because it may not be the most effective of getting what is necessary.

Ms. Patchak-Layman noted that these were public dollars and that this was different from going to a dentist. The Board of Education is in charge of the public funds and she asked how one could say that this is the right amount of money to pay. The issue to her is not the content of this proposal, but the financial responsibility that the Board of Education is required to take.

Dr. Lee moved to approve the Baldrige Organizational Assessment proposal and contract with Blueprint Education Group LLC, as presented; seconded by Mr. Allen. A roll call vote resulted in five ayes and one nay. Ms. Patchak-Layman voted nay.

**Amendment of
Policy 2120**

Dr. Lee moved to amend Policy 2120, Superintendent/Principal, as presented; seconded by Mr. Allen. A roll call vote resulted in five ayes. Ms. Patchak-Layman voted nay. Motion carried.

Ms. Patchak-Layman noted that she did not support this change because it overlooked and that the Board of Education should be developing mutually the long-range plans for the development. She feels strongly that this needs to be agreed to. Dr. Millard reported to Ms. Patchak-Layman that when proposals are given to the Board of Education, it is asked for input and the Superintendent has the opportunity to reflect on that input.

**Approval of
Policy 20,
For First Reading**

Dr. Lee moved to approve Policy 20, Board of Education, for First Reading, as presented; seconded by Dr. Millard. A roll call vote in five ayes. Ms. Patchak-Layman voted nay. Motion carried.

JA:

do you want to amend motion, but RL Agree with SPL.

**Approval of
Policy 3363,
For First Reading**

Dr. Lee moved to approve Policy 3363, Student Activity Accounts acceptance of Administrative Procedures Reading, for First Reading, as presented; seconded by Ms. Fisher. A roll call vote resulted in all ayes. Motion carried.

Approval of

Dr. Lee moved to approve Policy 3550, Reimbursement of Board of

- Policy 3550,
For First Reading** Education Member Expenses, for First Reading, as presented; seconded by Mr. Conway. A roll call vote resulted in five ayes. Ms. Fisher voted nay. Motion carried.
- Approval of
Policy 3551,
For First Reading** Dr. Lee moved to approve Policy 3551, District Property, for First Reading, as presented; seconded by Mr. Conway. A roll call vote resulted in all ayes. Motion carried.
- Approval of
Policy 3555** Dr. Lee moved to approve Policy 3555, Attendance at Conferences and Workshops, for First Reading, as presented; seconded by Mr. Allen. A Roll call vote resulted in all ayes. Motion carried.
- Acceptance of
Gifts & Donations** Mr. Conway moved to accept with the gifts and donations as presented (attached to and made a part of the minutes of this meeting); seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.
- Dr. Millard explained that the \$2,000 was a supplement for four students to participate in this trip.
- Costume Design
Contract** Mr. Conway moved to approve the Costume Design Contract with Mr. Jeffrey Kelly, as presented; seconded by Dr. Millard. A roll call vote resulted in all ayes. Motion carried.
- Village of Oak
TIF** Dr. Weninger acknowledged representatives from the other taxing bodies and he appreciated their attendance at this meeting. Ms. Patchak-Layman had asked that this be placed on the agenda for discussion and Ms. Witham presented a cover memo. Ms. Patchak-Layman commented that both she and Ms. Witham attended a special meeting on the Village Board on Monday night to discuss the resolutions that came before it and that were approved regarding the TIF. She continued that TIFs are public documents, public entities, and her reason for holding this discussion at a public session; it is a public item that the community needs to hear about and understand.
- Dr. Millard asked Ms. Patchak-Layman what the Village of Oak Park's rationale was for giving only the money to District 97 and not to the other taxing bodies. Ms. Patchak-Layman understood that upon reading the 1985 Settlement Agreement, the Village of Oak Park Board could make a cash distribution to District 97 to cover their settlement amount as part of that agreement and because they were writing a check from the Village's General Fund, the other taxing bodies did not need to receive their share at that point. The TIF was signed just between District 97 and the Village. She disagreed with that analysis. Ms. Witham added that there had not been much discussion and in a later discussion, the Chief Financial Officer stated that was the intent of the meeting. Paul Keller, the District's attorney was in the audience if the Board of Education wanted to talk

about the legality of the 1985 and 1995 agreements because they were separate agreements. Subsequently, Ali Ellsfar wrote an email about his interpretation of the agreement and there was an explanation from Mr. Barwin, which was slightly different from the other night. On Tuesday, she notified the other taxing bodies about the situation because she meets monthly with them and talk about how they impact the taxing bodies and they too were intersted in whether they would be receiving funds from the Village.

Village of Oak Park President David Pope then addressed the Board of Education. He noted his appreciation to Dr. Lee for his leadership and to the entire Board of Education for its support for the ECCE. It was a critical investment the Village was collectively making with this Board of Education and he appreciated Dr. Lee's passion and thoughtful comments about the pursuit of excellence and he was grateful for that leadership. He also appreciated Mr. Allen's passionate and thoughtful comments about the pursuit of excellence. He was grateful about that leadership in the community.

Mr. Pope continued that intergovernmental coorindation has been a hallmark of what he think Oak Park needs to be successful collectively. He reviewed what had happened at the meeting on the Villag Board meeting on Monday evening and the events that preceded that meeting. In 2006, he put forward a set of proposals regarding the TIF and he agreed that there were things that needed to be worked on aggressively. He credited Ms. Witham and Mr. ElSaffar and the finance officers who had looked at the expenditures in the TIF to see what was legally allowable set of expenditures and what was consistent with the intent of the TIF. The Village has made expenditures which are legally allowable but some were questionable and were shifted back to the General Fund. A couple of other items were put forward to help the Village begin to chart more effectively how the fundes were invested. The TIF functions as if it were a limited partnership. He has often thought that even though the Village acts as the managing partner expanding those dollars on bhealf of the interests of the community at large. He feels a signifiant obligation as do membres of the Board, Greg March and Ray John, for all to know how those dollars were spent and the implications to the community at large. Progressing out of those discussions was an effort and intiative to be articulated and to identify on the status of the 2003 IGA that extended the life of the TIF. It was renewed in 2003 prior to any of the members' service of the Village Board. There has been a singificant transition in the selected and appointed leadership within this community regarding the TIF agreement. It is complex and some of the elements may not have fully anticipated future events; there are reasonable questions that need to be worked through with respect to the application of the 2003 IGA and what it means financially for the governing bodies. There was an attempt

to set up an interjurisdictional finance and TIF review, but the Village has not been able to get the information together to have a conversation because of the level of complexity. The interjurisdictional and TIF Review would enable everyone to see financially what are the health and requirements of each of the governing bodies and their impact collectively on the taxpayers. In order to see how the services can dovetail financially and the impact to individuals. As an important piece of that is the true up; a process by which the 2003 agreement projects, based on a certain set of assumptions and then true them up regularly to understand if we are meeting the projections in terms of the equalized assessed value being created in the TIF and the carveouts regularly to make sure the EAV is being released so that other governing bodies get their dollars who are dependent on the property tax and also help reduce burden on the other taxing bodies.

In 2008, when trying to set this up, there was complexity as to how the different taxing bodies look at the 2003 agreement. In 2008, the Village asked District 97 and 200 for information as to how they see the true up status and the requirements of the TIF. Certain requirements under the IGA had not occurred, e.g., annual meeting. While there is a joint review board meeting, there an expectation under 2003 agreement, at a policy level, conversation would occur as to how and where dollars were being directed. However, the Village was not able to do that until the two school districts felt on how they stood.

In November 2008, the information was received with respect to financially what was in the 2003 agreement. The information provided was limited to that dollar amount that was expected and the underlying set of assumptions and calculations did not find its way to the Village at that point. Without that information, one cannot have a policy level discussion. A request for an explanation was then made to Districts 97 and 200 as to how the numbers were arrived at and the underlying assumptions in order to facilitate a conversation to get collective understanding among the bodies. That process continued from then through February. The Village received information from both District 97 and 200 to be able to put some context around those underlying assumptions and calculations.

One of the elements in that was a request that the 1985 agreement that was imbedded as part of the 2003 agreement on the downtown TIF, which is a settlement agreement which provided for 22.5 percent of the value of the EAV and the increment created into the TIF and shifted out to District 97 who was the only signatory on that document. It could be two ways either through a declaration of surplus (the TIF has an additional 22.5% of increment which could be distributed out to District 97). If that were done, then all of the other governing bodies receive the 22% and that has

been handled that way until this point. Or, the Village can just pay District 97 out of the General Funds. The point is that there was a statement in the information that the village received last week and the Village anticipates that the amount due from the settlement agreement will be forthcoming in an appropriately timely way. There are many newly elective officials and administrators. Mr. Lesser pulls out the original agreements says District 97 will be paid in February. There is no money in the TIF to make the \$2 million payment to all governing bodies, so the Village is left with the options of 1) borrowing \$2 million to pay all the taxing bodies, or 2) determine if the monies can be paid in another way, or 3) delaying the payments. The timing of the receipt of property taxes for the Village is just as the other taxing bodies. At the same time, the Village ended up delaying the payments on the settlement agreement last year in 2008, which did not engender goodwill and the Village staff was taken to task. That coupled with some of the most recent issues faced has put staff in the situation of being very exact and delay this unless there is agreement with the other governing bodies to delay this until there is money to do a surplus distribution. The Village thought that the timely request for distribution was driven by District 97's financial constraints and that the other taxing bodies have greater flexibility. There were to have been conversations with the other taxing bodies to see if they could wait for their funds. The resolution that was passed does not have the language "subject to the satisfactory discussions with the other taxing bodies" amendment. Those conversation should have occurred prior to Monday's resolution. Mr. Pope apologized that the outreach did not happen.

At that same session, information arose that was new to all of the board, that staff had realized that it must get this done by the end of February and the only time to have the board authorization do that was last Monday. The other piece is that there is an offset in terms of what goes out for the settlement agreement versus how the accumulated deficiency is calculated, so financially for the Village it is a wash. There is no financial difference to either this Board of Education, to the Village, or to any other governing bodies as a result of this issue. It is much more one of cash flow for the Village in that there are no dollars in the TIF account until the tax bills are paid; then the Village has to deal with it appropriately. After the Monday meeting, discussions were to have happened with the various taxing bodies. Going forward, he knew that at the staff level, there were meetings for the staff to get an understanding as to how of the complex calculations in the 2003 agreement were being interpreted, and to the Village understand that and then a series to establish a working group to move forward in highlighting the key issues and and work through them prior to a interjurisdictional review of the TIF in the summer.

Mr. Conway asked if Mr. Pope was asking the Board of Education to approve a delay in the payments from the TIF? Mr. Pope responded affirmatively, or pay District 97 its funds. The Village does not have the money unless the other taxing bodies force it to borrow \$2 million. Mr. Conway responded that everyone drinks from the taxpayers' faucet and he did not want to put the Village in a situation where it would come back to bite him, as he is a taxpayer. He appreciated not putting any more burden on the taxpayer, but as a courtesy for this Board and the others that they be included in conversations because the Village is the keeper of the taxpayers' money, but it is District's money. The Village is holding money that belongs to the school and it wants a conversation as to when the school will receive those dollars. Mr. Conway felt that there should be regular conversations with Chief Financial Officer as to what was happening with the TIF dollars.

Dr. Lee reminded the Board of Education of the District being broke in ten years was part of the old plan and had adopted a new plan.

Ms. Fisher stated that she was on the Board of Education in 2003 when the Intergovernmental Agreement was signed between the Village, District 97 and 200, she felt it safe to say that not one person from any the school districts wanted the TIF extended. Earlier in the comment session, a person talked about the school should say no to the TIF. The point is that any school board member at that time did not want the TIF but there was no choice. However, in the spirit of intergovernmental cooperation, an agreement was worked out to extend the TIF from 2006 to 2018 and to remain whole throughout that process. She was confused by the action Monday; she asked if the Village paid District 97 pursuant to the prior settlement agreement and then was asking the other taxing bodies to wait for their distribution and we are not talking about the 2003 Agreement. Mr. Pope replied that the Village was not going to pay District 97 but it was to enable a payment to go to District 97 should the Village not be able to shift out of the obligation the Village would have to the governing bodies as a whole. A resolution was needed to pay District 97 by February 28. Ms. Fisher stated that everyone at District 200 would be supportive of making a timely payment to District 97. However they would have liked to have had communication and she was glad that he had expressed regret over that not occurring. She assumed that the other governing bodies would receive their proportionate amounts as the tax dollars are received. Mr. Pope stated that there is at least one interpretation of the 2003 Agreement that the Village is basically cash neutral on how this is handled. If there is no settlement agreement pay out, then would be addressed through a carveout; the taxing bodies will get their money in one fashion or another. If the Village makes a payment out of the General Fund to District 97, if there is a subsequent distribution, District 97 should not get doubled paid. Does District 97 need the money

now or can it wait three months? Ms. Fisher stated that she would take that as assurance that the Village intends to perform its proportional share at some future point. Mr. Pope replied that was reasonable and one other thing to raise is the communication from the schools to the Village in terms of conversations to have going forward was a request to look at different funding formulas and how dollars were allocated. That is subject to ongoing conversation about simplifying the agreement and determine the way in which carveouts are made. There are different financial impacts to the school Districts because of state funding formulas, so there may be ways to alter the 2003 agreement that would benefit all parties. Ms. Fisher knew the staff has been in discussions since November on the 2003 agreement but that does refer to the Village continue to pay under the 1995 agreement so that District 200 becomes part of the settlement agreement through the 2003 Agreement. She was glad to see him at this table and the other village trustees. This letter from Mr. Barwin has a chilling effect as it was an example on an effect on intergovernmental agreement as it sets forth all of the reasons for delay and personnel changes. The taxing bodies must rely on agreements entered by prior personnel and believe that in the future they will be carried out as described. She appreciated his coming forth to explain this. She knew that he was "Mr. Governmental Agreement" since his time on the Village board. Mr. Pope said that it continues to be important for the community that it work together. Dr. Millard asked if a timetable should be established. Mr. Pope said that a meeting had been set up for Districts 200 and 97 to get together for our staff. During March and April there may be an opportunity to have the new Board gets up to speed. Time to put initial information exchange and then the working group and how that it is composed and to what extent there is board representation.

Ms. Patchak-Layman understood that the dollars coming to the cooperating agencies and taxing bodies as being the first payment coming out the TIF, that as important as any general bond that sold and pay them first. I guess concerned and distraught that when you budgeted for the TIF that those dollars were not held for the purpose that was intended, which was distribution to the other taxing bodies. We are at the top of the list. While not around in 2003, she has spoken with the Village board, pulling out the spreadsheet as to what it proposed, and she proposed many other ways of using TIF dollars and getting rid of the TIF. The Districts are about education and it should not have to figure out of development in the village was good or not an where the dollars should be put. The schools have an investment of those dollars are for the children of this community. Why have there been conversations. The village established that there should be yearly and quarterly meetings documented in the Village Code. There has been no joint review board meeting for 2007 and that is for behind the scenes as to what happened that year. It is disingenuous for the Village to say that the schools have to stand in line for their money

because the Village promised the TIF money for parking, etc., and the schools contributed 66 percent of those funds.

Mr. Pope said that the Joint Board meetings are held at the end of the year and that meeting one was occurring next week. It usually occurs in the December/January timeframe, Ms. Patchak-Layman noted that it should occur by July 1. The Village is not writing checks to developers with this money. The only thing under consideration in Lake and Forest; The Village would welcome and encourage input from this body and get information regarding financial projections for that because the most conservative proposal says it would generate over \$500,000 per year for this District for a long period of time. I acknowledge you are about education, but we are all about the overall quality of life in the community and we have an obligation to all who are paying the bills. He stated that everything must be done to work effectively together. He apologized for the conversations that had not happened earlier.

Peter Traczyk, president of District 97 Board of Education, thanked this board and the other taxing bodies, and noted that District 97 was not broke, it fund balances that will last a few years. He thanked District 200 for being collaborative, particularly with the leaseback agreement, run a successful referendum, but we are not in the need of that. District 97 has not talked about this as a board and there is not an emergency to receive these dollars. Conversations will continue with his Board of Education, District 200, and the Village. Mr. Conway asked if there were discussions occurring at District on Baldrige because District 200 thinks that a connection has to be made with District 97. Mr. Transzek had some knowledge of it in the corporate world.

David Boulanger, Oak Park Township Supervisor, said that in a conversation with Mr. ElSaffar, was told that they were entitled to a portion to the TIF monies and he was confident that this will be worked out. He did expect to get the Township's portion just as District 97.

Dee Leonard, president of the Library board, thanked the high school for bringing this subject forward and as it has become more clear to her. She would be happy to wait and enter into any conversation. She was happy they could collaborate.

Mr. Conway thanked the Village representatives for attending the meeting.

Sabbatical Leave Applications

Dr. Lee moved to approve the Sabbatical Leaves for Lucy Riner and Linda Burns, for the 2009-2010 school year; seconded by Mr. Allen. A roll call vote resulted in five ayes. Ms. Patchak-Layman voted nay. Motion carried.

Ms. Patchak-Layman asked why a staff member would not take a leave of absence to do course work to get her graduate degree and not take a leave of absence for it. Because of the step system, the accomplishment of it moves to another level of the pay scale. She understood that the reason for taking a sabbatical was because one would have mandatory daytime activities and that those activities would have direct benefit to the school. As she read the sabbatical application it seemed that the benefit would i.e., the content area rather as opposed to instructional activities with the student. The Board of Education has passed resolutions to say that reading and literacy is very important, so she felt the faculty member's sabbatical should meet some of the goals set for the school. Many of the activities did not match the Board of Education's specific goals. She was unsure why all sabbaticals were for a full year rather than one semester. She understood that this was a wonderful program, but she wanted to make sure that these things match specific Board of Education's goals. She had spoken with Mr. Edgecombe about this earlier in the day. She acknowledged that it was a wonderful program that the staff person was going to be involved.

Dr. Millard stated that one of the goals that the District has set is the recruitment, maintenance, and retention of faculty, and making sure the teachers are passionate about what they do and want to share that with their students. It does not always require an advance degree, it is important no matter what the profession to expanding the knowledge, understanding, and resources and how easy it is to go stale after years and years. If she were practicing medicine the same way as when she first started, she would not be the physician she is. She felt it important to allow the faculty to develop their own skills, professional characteristics and interest. There is not always easy way to measure these things. She was concerned about the challenge and asking the faculty member may have a goal that is for her own edification rather than for a professional reason. I would encourage more of this, pursuing fellowships, etc.

Dr. Weninger added that the purposes of the sabbaticals are many and an English teacher, who got his/her degree in reading, is returning next year and it will benefit her children. This teacher's request for a sabbatical addresses other issues in instructional areas, e.g., the experience of adapting units in basic college prep and honors level of world history and will develop a website for world history students. She also emphasizes the critical thinking skills will help low achieving students prep and and it emphasizes the fact that the critical skills will help low achieving students increase the literacy and writing skills. She makes the cogent point about , which will enrich . speak to the areas of the ... contribute to the schools goals of closing the achievement group.....She also discusses better models of . she has a balance of both looking at the content area and instruction. As part of the review of this sabbatical, he met with the

teacher and asked her that she spend time with the Division Head upgrading and intensifying the question 4. She accepted that and will do that task.

Dr. Weninger makes the recommendations regarding sabbaticals to the Board of Education. He recommended that any Board of Education with questions come to him about sabbaticals. He agreed and concurred with Dr. Millard statement that the District wants faculty to seek out opportunities that the District affords them, etc. Teacher grants come out of Curriculum and Instruction. The fact that there are teachers who are pursuing content that will benefit students speaks to the immense professionalism and passion for not only for the sabbaticals but for the students in the classrooms.

Instruction

Dr. Millard stated that the Instruction Committee meeting was one of the most lively meetings and it demonstrated how reading skills may be improved and the dedication of those people. Mr. Conway and Dr. Millard concurred. It was exciting to hear the reports and testimony of the faculty and how they worked with these students and the progress that has been made.

Non Agenda Items

Ms. Patchak-Layman noted that earlier a suggestion had been made to stop the pursuit of outsourcing and she concurred with that suggestion. It has been hard to have the outsourcing possibility hanging over everyone's head and she felt it would be to the school's advantage to dispense with outsourcing.

Mr. Conway was disappointed that the negotiations had not proceeded more quickly and he had hoped to be in a better situation than they were in at this time. Dr. Lee believed the Board of Education had an obligation to the taxpayers to have as many options available as possible.

Closed Session

At 10:47 p.m., on February 26, 2009, Ms. Fisher moved to go into closed session for the purpose of discussing the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity. 5 ILCS 120/2(c)(1), as amended by PA. 93—57; Collective negotiating matters between the District and its employees or their representatives or deliberations concerning salary schedules for one or more classes of employees 5 ILCS 120/2(c)(2); Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into

the closed meeting minutes 5 ILCS 120/2(c)(11); seconded by Mr. Allen. A roll call vote resulted in all ayes. Motion carried.

At 2:30 a.m. on Friday, February 27, 2009, the Board of Education reconvened its open session.

**Consideration of
Grievance**

Mr. Conway moved to deny the grievance regarding Kronos and to remand it Step 2; seconded by Dr. Millard. A roll call vote resulted in all ayes. Motion carried.

Mr. Allen moved to table the grievance regarding the secretarial position in special education and to direct the Superintendent to discuss a mutual resolution; seconded by Mr. Conway. A roll call vote resulted in all ayes. Motion carried.

Adjournment

At 2:35 a.m. on Friday, February 27, 2009, Mr. Allen moved to adjourn the Board of Education meeting; seconded by Ms. Fisher. A roll call vote resulted in all ayes. Motion carried.

Jacques A. Conway
President

Dr. Ralph H. Lee
Secretary