

The Board meeting of the Board of Education of the Oak Park and River Forest High School was held on Thursday evening, May 28, 2009, in the Board Room.

Call to Order

President Millard called the meeting to order at 7:35 p.m. The following Board of Education members were present: John C. Allen, IV (attended telephonically at 7:30 p.m. and arrived in person at 8:33 p.m.), Jacques A. Conway (arrived at 9:13 p.m.), Terry Finnegan, Dr. Ralph H. Lee, Amy Leafé McCormack, Dr. Dietra D. Millard, and Sharon Patchak-Layman. Also present were: Dr. Attila J. Weninger, Superintendent; Jason Edgecombe, Assistant Superintendent for Human Resources; Philip M. Prale, Assistant Superintendent for Curriculum and Instruction; Amy Hill, Director of Assessment and Research; Nathaniel L. Rouse, Principal; Cheryl L. Witham, Chief Financial Officer; James Paul Hunter, Faculty Senate Executive Committee Chair; Liz Turcza, 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 Communications and Community Relations Coordinator; Judie Wilson, League of Women Voters; Linda Cada, Colleen Biggins, Brandi Ambrose, Mary Young, Peggy Markey, Lisa Vincent, Niall Collins, and Joe Kostal, OPRFHS faculty members; Lucas Pritz, , Jennifer Serratos, Joe Hines, Dana Wax, Claire Jackie Finn, Patrick Milburn, and Bob Biggins, students and other community members, and Terry Dean of the *Wednesday Journal*

Student Recognition The following students were recognized for their respective accomplishments:

- Keith Manson, Eagle Scout Achievement
- 4th Place - The Illinois Council of Teachers State Math Competition (ICTM) Freshman Team
 - Kristin Binder, Rose Sloan, Greg Ramel, Stephen Skapek, Lucas Pritz, and Jack Belcaster
- Chicago Westside NAACP ACT-SO Gold Medalists:
 - Eli Hudson, Music Instrumental/Contemporary
 - Iman Carr, Visual Arts in Drawing and in Painting
- West Suburban Conference Track and Field winners:
 - Joe Hines, 3rd Place, 50 meter dash, 1st place - long jump, and 1st Place Boys' 200 M Relay
 - Patrick Milburn, 1st Place softball throw, 3rd place long Jump, and 1st Place Boys' 200 M Relay
 - Alex Stevic, 1st Place Boys' 200 M Relay
 - Patrick McCarthy, 1st Place Boys' 200 M Relay

- Race Rice, 1st Place Girls' Softball Throw
- Dana Wax, Claire Pizsis, Jackie Finn, and Jennifer Serratos - 1st Place Girls' 200 M Relay

In addition, the following coaches and sponsors were recognized:

- ACT-SO – Daphne LeCesne, Michael Byars and Penny Epton,
- Math – Danielle Delimata, Joe Kostal, Kay Moran, and Sheila Hardin
- West Suburban Conference Track and Field Meet – Linda Cada, Mary Young, and Peggy Markey

SeaStar

Peggy Ebersole, member of Supportive Education Association (SEA) Executive Committee, thanked the Board of Education for collaborating with the organization to present the SeaStar award recipients to those individuals making a positive difference in the lives of students. She read the story of the SeaStar.

“Just before dawn, a young man was walking down a deserted beach that was covered with stranded sea stars. In the distance, he saw a frail old man. As he approached the old man, he saw him picking up a sea star that had been stranded on the beach and throwing it back into the sea. The young man gazed in wonder as the old man again and again picked up a small sea star from the sand on the beach and threw it into the water. Finally, he asked, ‘Old man, why do you spend so much energy doing what seems to be a waste of time?’

“The old man explained that the stranded sea star would die if left out on the beach in the morning sun. ‘But there must be thousands of beaches and millions of sea stars!’ exclaimed the young man. ‘How can you make any difference?’

“The old man looked down at the small sea star in his hand and as he threw it to the safety of the sea, he said, ‘I make a difference to this one.’”

The following teachers were awarded the 2009 SEAstAr Awards by the SEA organization: Brandi Ambrose, Colleen Biggins, and Lisa Vincent. Ms. Ebersole read testimonials about each of the awardees.

Public Comments None.

Board of Education Ms. Patchak-Layman asked for an update on the OP TIF later in the agenda.

Ms. Patchak-Layman, while appreciating the award of an employment grant for youth at the school, was concerned that its scope was just for freshman and sophomore students because junior and senior students were in need of help finding jobs in order to bridge the world of school and work.

FOIA Requests Dr. Millard reported that eight FOIA requests had been received and all had been resolved.

Agenda Changes Ms. Patchak-Layman asked that Consent Item A and B be removed from the Consent Agenda.

Student Life Student Council— Ms. Turcza reported that 1) Student Council had a party to pass on from the old officers to the new officers; 2) Student Council was working on the Tradition of Excellence Award Recipients, 3) Student Council was deciding on donation for the Green Committee; and 4) Student Council was sponsoring a locker cleanout.

She looked forward to working with the Board of Education next year. Regarding Prom, she reported that the DJ and the lights were great, but there were some negative comments about the food.

Ms. Patchak-Layman reported that Student Council would survey students and some parents about prom with questions relative to its cost and food. Student Council wants to do surveys more regularly. Ms. Patchak-Layman hoped that it would be more active on issues that came to the Board of Education.

Principal Report Mr. Rouse reported that this was his first OPRFHS prom and he found the students to be well behaved and well dressed. Between 700 and 750 students attended. Post prom had less attendance than last year with only 175 to 180 students attending. More discussions about the post prom activity will occur in the future.

He congratulated the students who were celebrated at the Honors Convocation and to their parents and faculty members.

Mr. Rouse updated the Board of Education on the accomplishments of the athletic teams.

Commencement Mr. Rouse reported that the Commencement ceremony was scheduled for June 14 at 3:00 p.m. Mr. Rouse was working with 19 Scholarship Cup recipients, six students of whom auditioned for the one speaking place at Commencement. He hoped to acknowledge the other speeches in another venue.

**Latin Student
Art Work**

Mathew Verticchio, a senior, donated a painting he had done of Caesar speaking to the Senate to the Latin Poetry Classes. He did this in an effort to inspire future generations to strive for excellence.

**Superintendent's
Report**

Dr. Weninger reported on 1) status of the Rotary Job 1, Summer Internship Program, 2) an award of \$115,000 from the WIA Grant thanks to Connie Coleman, Kay Foran and Lee Wade; 3) the submission of a School Improvement Plan Grant by Nathaniel Rouse and Philip Prale; 4) IASB's recognition of Ms. Patchak-Layman for representing OPRFHS at the 2008 IASB Delegate Assembly; 5) Ms. Patchak-Layman time and effort in attending the planters in front of the school; 6) the Village of Oak Park's authorization for the development of an ordinance which would permit the installation and use of stadium lights.

Citizens' Council

Iris Zaldivar, co-chair of Citizens' Council, stated that Citizens' Council had reviewed its bylaws, the five points of service to the Board of Education, and surveyed its members to see how well they felt Citizens' Council was meeting its purpose. From the results, a sample of which was distributed to the Board of Education at the meeting, it seemed that most members felt they were doing a good job, but there was an indication of a breakdown in communication from the Board of Education and Citizens' Council, probably due to the numerous things on the Board of Education's plate. Thus, some members felt underutilized. She invited the Board of Education members to visit the website or contact her directly to get the entire survey results.

Because there are so many complaints about the school in the community, Ms. Zaldivar suggested that the Board of Education use Citizens' Council to help resolve issues. In the past, there have been presentations about financial issues, curriculum issues.

Dr. Millard appreciated her comments and stated that typically one Board of Education member serves as a liaison and is asked for suggestions. Ms. McCormack, having sat on Citizens' Council last year, thought the programs were outstanding and her decision to run for the Board of Education was made because former Board of Education members spoke about their experiences.

Dr. Lee never felt an awareness of the concerns of Citizens' Council. Ms. Zaldivar felt he might have heard it indirectly through Dr. Weninger. As the new Board of Education liaison to Citizens' Council, Mr. Finnegan offered to give more informed reports to its membership.

Mr. Allen stated that Citizens' Council is a resource and it should not look for the Board of Education to task it with something. Dr. Millard suggested working more closely with the Board of Education liaison and developing a schedule relative to Board of Education issues.

District Liaison &

Faculty Senate—Mr. Hunter noted that he appreciated Ms. Patchak-Layman's tending to the front of the school by planting flowers in the planters. He also stated that it was a great time of year for him because the seniors were excited about graduating. He also congratulated the winners of SeaStar Awards and wished them best of luck to the retiring faculty members Barb Lisle, Niall Collins, and Debbie Neuman, acknowledging indebtedness to all of them.

Alumni Association—The Alumni Association welcomed two new board members at its May 11, 2009 meeting and approved \$13,500 to individual students for summer enrichment programs, including funds for the tuition of summer step-up courses. The Alumni Association had four fundraising events this past year.

Tradition of Excellence—Ms. Patchak-Layman reported that the Tradition of Excellence Committee had selected three candidates and asked that their approval be placed on the agenda for the June Special Board of Education meeting to allow more time for contacting the nominees.

ED-RED—Dr. Lee asked the Board of Education for its feedback as to the format and content of reports he could make about what was happening in Springfield. Ms. McCormack felt that the most impact would occur at the committee level rather than just before a vote and she suggested he use his judgment as to what would impact the Board of Education.

Consent Items

Mr. Finnegan moved to approve the consent items as follows:

- Approval of the Check Disbursements and Financial Resolutions dated May 28, 2009 (attached to and made a part of the minutes of this meeting);
- March and April 2009 Treasurer's Report
- March 2009 Financial Reports
- Contract with SimplexGrinnell Contracts for Fire Alarm Service and Wireless Clock Transmitter and Generators
- Contract with Fence Connection
- Contract with U.S. Tennis Court
- Contract with Meck Printing
- Contract with Quill Corporation
- Contract with BOSS Online and Murname Paper for paper
- National School Towel Service
- Contract with Herff-Jones

- Contract with Irwin Seating for bleachers
- Contract with Precision Control Systems of Chicago for security cameras
- Contract with Thrive Counseling Center for Four Resource Managers and a Drug Free and Safe School Counselor
- Resolution to Transfer Interest from the Bond and Interest Fund to the Operations and Maintenance Fund
- PTAB Resolution
- The following textbooks : for the World Languages Division: *Radio Lina; Maschere a Venezia; La Collana Longobarda: Storia D'Amore; Los Baker van a Peru; Two Children Seeking the Joy Bridge; for the the Music Department of the Fine and Applied Arts Division recommends the use of Guitar Method, Grade 1; The Special Education Division recommends the use of the following textbooks: Tsotsi; The Road; I Am Legend; The Greatest: Muhammad Ali; Animal Farm; Miracle's Boys; Algebra 1; Geometry: Concepts and Skills; for the English Division Monster, The Pact: Three Young Men Make a Promise and Fulfill a Dream, The Secret Life of Bees; The Curious Incident of the Dog in the Night-Time; Things Fall Apart, Gulliver's Travels; The No. 1 Ladies' Detective Agency, Two Old Women; Waiting; Train to Pakistan; The Kite Runner; Housekeeping, The Snows of Kilimanjaro, Clotel or The President's Daughter; The Autobiography of an Ex-Colored Man; In Our Time; As I Lay Dying; Tell No One; Montana 1948; The Known World; Upstate; MacNolia; The Pursuit of Happiness; Jesus Land, Always Running; The Freedom Writers Diary, The Hunger Games, Uglies; Seventh Son, High Fidelity, Angela's Ashes, The Lathe of Heaven, Oranges are Not the Only Fruit, Devices and Desires, Brave New World, Beowulf: Graphic Novel, Light in August, The God of Small Things, Billy Budd, The Last True Story I'll Ever Tell, The Bridge, Bringing Down the House, Kindred, Readings for Writers, On Writing: A Memoir of the Craft; The Garies and Their Friends, Blindness; Everything is Illuminated, In Cold Blood, The World According to Garp, The Diving Bell and the Butterfly, Fight Club, The Handmaid's Tale, The Martian Chronicles, Lilith's Brood, Bleachers, Friday Night Lights, The Best American Sports Writing of the Century, Shakespeare After All, Catch-22: Top Girls, The Bell Jar, Mrs. Dalloway, Meridian, The Absolutely True Diary of a Part-Time Indian, Tuesdays With Morrie; The Bean Trees, and The Sweet Hereafter, for the History Division Traditions & Encounters: A Global Perspective on the Past, Sociology, The Ramayana, The Blacker the Berry, Unholy War: Terror in the Name of Islam, Palestine and the Arab-Israeli Conflict, The Modern Middle East: A History, Philosophy: The Quest for Truth, Chicago Days: 150 Defining Moments in the Life of a Great*

City, and Born in Blood & Fire: A Concise History of Latin America,

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

Approval of Minutes And Destruction of Tapes Dr. Lee moved to approve the Open Minutes of April 30, May 13, May 19, 2009 and the closed session minutes of April 30, and May 19, 2009, and the destruction of the October 2007 closed session audiotapes; seconded by Mr. Finnegan. A roll call vote resulted in five ayes and two nays. Ms. Patchak-Layman and Mr. Allen voted nay.

Ms. Patchak-Layman voted nay to the destruction of the tapes as the policy says the Board of Education should review the tapes before they are destroyed.

Personnel Recommendations

Dr. Lee moved to approve the personnel recommendations as presented (attached to and made a part of the minutes of the meeting); seconded by Mr. Finnegan. A roll call vote resulted in all ayes. Motion carried.

Ms. Patchak-Layman asked if the Board of Education was meeting its goal of hiring 35% minority. Mr. Edgecombe reported that he would give a full report at the June Finance Meeting.

Mr. Edgecombe noted that Robert Cherry was recommended for interim math chair position. Mr. Cherry, retiring from Wheaton-Warrenville South High School at the end of this year, chaired the math department for 13 years before returning to the classroom for the last two years. After meeting with a variety of people at OPRFHS, it was decided that he was the best choice for it. His references were outstanding and all stated that he would do the job based on the needs of the organization and the faculty he would serve. While not having been assigned any special projects, conversations have occurred about supporting the math department's initiatives. The math division was notified of this hiring.

Ms. Patchak-Layman referenced the District's goal that 35 percent of the District's new hires would be minority. Was the District looking at individual departments to represent the District's demographics? Mr. Edgecombe responded that where the District does not have diversity in terms of ethnicity and gender, it has challenged the Division Heads to seek diversity. Math has more diversity than some other departments.

Ms. McCormack asked what the term "challenge" meant. Is it a directive or a thought? Mr. Edgecombe stated that the District wants the slate of candidates presented to DLT to be diverse. That challenge is there, but it is not an easy challenge. That day he learned about Illinois State University, a leader in teacher education, that it had only one

African-American graduate in its program, an indication that the goal is easier to say than do. Ms. McCormack asked if the District were recruiting at schools with higher minority populations. If not, was that being considered? Mr. Edgecombe stated the challenge is to find the schools that have minority representation in education, e.g., UIC hosted a job fair and District 200 participated. If one had walked through the student center to go to the job fair, one would have thought that it was a diverse population; however, no minority students were at the job fair. District 200 has been successful in broadening its reach in trying to find minority candidates, but “we” have not been successful in establishing relationships with Historically Black Colleges and Universities (HBCU). Ms. McCormack wanted to see that happen. Mr. Allen asked who the “we” was. Mr. Edgecombe responded that “we” meant all who had responsibility for recruitment.

Mr. Allen, having gone to a HBCU, knew that they graduate teachers by the hundreds. If the District is looking to diversify the teacher population and it knows there are universities who graduate hundreds every year, he did not understand why “we” have not established a relationship with those universities. He suggested traveling to those campuses, calling the personnel directors, and/or sending emails announcing the open positions. When he graduated, most of the students did not have jobs. He suggested going to the organizations that graduate qualified African-American students. Dr. Millard suggested that some board members could be a link to these schools for the high school, i.e., Mr. Rigas is on the board of trustees of Illinois State University. Mr. Edgecombe noted that there was much competition for the “best and the brightest.” Mr. Allen did not want Division Heads to think that the “best and brightest” only come from white schools; the best and brightest came from Hampton, as far as he was concerned. Ms. McCormack agreed saying that this needs to be addressed at that level. The problem is that when it comes to the Board of Education as a slate of candidates, it is almost too late to ask the question of why the District does not have a minority candidate. The District should be at those schools now.

Ms. Patchak-Layman added that OPRFHS needs to be welcoming, have a presence, and have enough diverse faculty members so that the minority person would not be the only one in his/her department. She asked if OPRFHS recruited teachers working in the City of Chicago schools. She felt that would be an important resource.

Mr. Edgecombe stated that the District understands that a minority candidate may not feel comfortable when he/she begins and that is the reason why OPRFHS developed an African-American Faculty Advisory Council. Its purpose is to help mentor a teacher and make him/her feel more comfortable. While more can be done, he was unaware of anyone

who left OPRFHS because of a lack of comfort; it had more to do with having other opportunities available.

Mr. Edgecombe reported that on several occasions OPRFHS has attempted to recruit teachers from the City of Chicago or other school districts. On a personal level, he had mixed emotions about doing this because of the general shortage of minority candidates and of their importance to all the NWPA districts. He was unsure that recruiting from other schools was the direction to go, and that he felt the colleges should be producing more viable candidates for consideration.

Mr. Prale stated that Division Heads take very seriously their part and they have done well in reaching out specifically to minority candidates, one Division Head had two candidates, one of which was lost to another school and in the other situation, the other school acted more quickly than OPRFHS. Division Heads have made trips to colleges to establish relationships, met prospective candidates, and have even brought candidates in for anticipated openings a year out. Division Heads have responded in every way that the administration has requested. They have responded as their portion of the “we.” It is competitive for all teaching candidates.

Mr. Prale stated that Division Heads have recruited at Michigan State, Illinois State University, Ohio State University, and Nashville Area Teacher Job Fair. His issue is that there are hundreds of graduates who have teaching certificates who do not have jobs. There are whole pools of candidates that do not have jobs because they do not have a certificate from an Ivy League school.

Mr. Allen suggested going to Hampden vs. IUC and to all Black schools, e.g., Morehouse and Spellman colleges in Atlanta, Fisk University in Nashville, and Tuskegee University in Alabama, to recruit. There are a dozen such institutions across the country with candidates the high school could hire.

While Mr. Prale reiterated that Division Heads were aware and actively working on solutions, Mr. Allen disagreed with the notion that they were satisfied and had done their best. They have not reached beyond their comfort zone. Ms. McCormack wanted 1) to see what tools Division Heads were being provided; 2) inform them of the District’s direction; and 3) determine what additional tools and guidance were needed.

Dr. Weninger noted that OPRFHS would make personal relationships with HBCU’s in order to have access to the larger pool of candidates, per the Board of Education’s request. Dr. Weninger stated that the individual identified that day was the only minority candidate who

graduated from ISU in education. The high school is signing that individual for the 2010-11 school year. That proactive stance is needed. Mr. Edgecombe and Dr. Weninger developed two minority recruitment tools for next year: 1) a minority recruitment evening and 2) a minority job fair both inviting schools in this area. The District would also reach out to HBCU schools per the Board of Education's direction. Mr. Edgecombe reported on another initiative from NWPAA, which is to reach out to teachers in the State of Michigan. Plans are to visit the Detroit area and sponsor two or three trips to the Chicago area for the candidates.

Ms. Patchak-Layman suggested that this discussion be held in the proposed Personnel Committee.

Referring to the large number of teachers who would be retiring in 2010, Ms. Patchak-Layman suggested pursuing a cluster of teachers from the same school in order to give them a built-in level of comfort. Dr. Millard agreed that this was a discussion for a personnel committee. When Dr. Millard asked why OPRFHS lost a teacher to Niles, she learned that the teacher's fiancé was looking for a position too and they wanted to be in the same school district. Dr. Millard suggested having exit interviews to the hiring and retention processes.

Another question for the Personnel Committee will be the use of retired part-time teachers.

Policy 5136

Dr. Lee moved to approve Policy 5136, Student Travel, for First Reading, as presented; seconded by Mr. Allen. A roll call vote resulted in all ayes. Motion carried.

The Board of Education was informed that the following groups receive notice of the policies approved for first reading and are asked for their comments: Instructional Council, Student Council, Faculty Senate, and the leadership of the parent groups. Ms. Patchak-Layman suggested that the teachers involved in student travel also receive it. Mr. Rouse noted that the Athletic Director and the Assistant Principal for Student Activities both speak with the sponsors and coaches and have received their input.

Acceptance of Gifts & Donations

Dr. Lee moved to accept with gratitude the gifts and donations as presented (attached to and made a part of the minutes of this meeting); seconded by Dr. Millard. A roll call vote resulted in all ayes. Motion carried.

Prevailing Wage Resolution

Dr. Lee moved to accept the Prevailing Wage Resolution, as presented; seconded by Mr. Finnegan. A roll call vote resulted in four ayes and two nays. Mr. Allen and Dr. Lee voted nay. Motion carried.

Mr. Allen explained that his reason for voting nay was because prevailing wage was an infringement on commerce and was unconstitutional, as it dictates how much people must be paid, i.e., a minimum wage which is far above the regular minimum wage.

Appointment of Non-Affiliated Employees

Mr. Allen moved to approve the appointment of Non-Affiliated Employees, as presented; seconded by Mr. Finnegan. A roll call vote resulted in all ayes. Motion carried.

This discussion began in open session and moved to closed session in order to be able to talk about individual names. When the Board of Education reconvened its open session, the Board of Education took the vote.

Mr. Edgecombe had explained that the difference between "A" employees and "B" employees were that "B" employees were not certified. Dr. Weninger noted that the District was bringing all of the categories forward so that the Board of Education could authorize the employment and re-employment of the individuals. As this process continues, these employees will receive information relative to the working conditions under which they were employed. Teacher aides are part of a collective bargaining agreement. All administrative personnel must sign a contract. Non-affiliated personnel do not get a contract but they will receive communication from HR about their reappointment, salary, and work hours.

Dr. Millard suggested bringing the process of evaluation to the Personnel Committee. Board of Education members were informed that administrative contracts are specific to the position being held and states that an adjustment could be made should the position not be retained. Ms. Patchak-Layman asked if the retirement contract addresses the issue of job performance in the evaluation. Mr. Edgecombe stated that while it is not specifically addressed, there is no guarantee that an administrator would keep the position during his/her retiring years.

Food Service Employees

Mr. Allen moved to approve the appointment of Food Service Employees, 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.

The same number of Food Service staff will be employed next year as this year.

Stipend Positions

Dr. Lee moved to approve the addition of an Adaptive Gym Stipend in Athletics and a Service Club Stipends for the 2009-10 school year; seconded by Mr. Allen. A roll call vote resulted in all ayes. Motion carried.

Discussion had ensued about delaying this approval until June. While it is customary for people to be aware of and to do their assignments prior to the end of the school year, Ms. Patchak-Layman stated that the Board of Education was waiting for a report from Cindy Milojevic on co-curricular activities. That report must be reviewed in conjunction with the approval of the stipends, including the process for new clubs being developed, what happens to the old clubs, etc.

While Mr. Edgecombe understood the need for the Board of Education to have that information, he was not sure about the connection to the stipends already in place. From a discussion on clubs, it was clear to Ms. Patchak-Layman stated that from a discussion about clubs that only a set amount of money was available for co-curricular activities for all students in the school and she wanted to know how well they worked and whether some clubs should be deactivated, etc.

Dr. Millard suggested that the Board of Education proceed with the approval of the stipends based on the urgency.

Mr. Hunter stated that the stipends were a contractual item. A Stipend Review Committee meets and sends the recommendations to the Board of Education for approval. He suggested that Ms. Patchak-Layman speak with Ms. Milojevic. The school year ends in nine days and if the sponsors were not offered a contract, they would choose not to do these responsibilities. Dr. Weninger added that it would send a shock wave not to approve them at this time... Ms. Patchak-Layman concluded that it is the Board of Education's responsibility to review.

Certified/Non-Certified FTE

Mr. Edgecombe presented the Board of Education with information relative to the staffing levels for all employee groups for the 2009-2010 school year, both certified and non-certified. As the document noted, faculty FTE has been increased by 2.0, when compared with the final FTE total for Fiscal Year 2009. The increase in faculty FTE is directly related to the increase in student course registrations for the coming school year.

The non-certified employee group reflects a reduction of 6.25 FTE as compared with FY 2009. Retirements in the Classified Personnel Association and administrative cost reduction efforts, through attrition, have resulted in this employee group having the largest reduction in FTE.

Thus, the overall employee FTE for the District will be 4.25 less than the FTE in the current school year.

**Approval of
Institute Days**

Mr. Allen moved to approve the Institute Days for the 2009-2010 school year, as presented; seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

**Approval of
Abatement of
Emergency Days**

Dr. Lee moved to approve the abatement of emergency days for 2008-09, as presented (attached to and made a part of the minutes of this meeting); seconded by Mr. Finnegan. A roll call vote resulted in all ayes. Motion carried.

**Committee
Structure**

Dr. Millard, in the spirit of improving the Board of Education's governing of District 200, suggested reviewing the current committee structure. She offered the following suggestions.

- Continue with the following committees: Finance (including Facilities and Negotiations, Policy, Evaluation and Goals, and Instruction).
- Add a Personnel Committee to address issues related hiring, contracts, negotiations, and benefits. Previously, personnel issues were discussed in Finance.
- Each committee would be composed of only three Board of Education members with the President serving as an ex-officio member of each committee. Any Board member is welcome to attend any committee meeting but would serve as an observer. Each Board member will receive the agenda and information for each committee meeting and would be welcome to send any questions or suggestions to the committee chair or administrator. The committee work is conducted in the committee meeting with a public report and action, as needed, taken at the Board's monthly business meeting.
- Continue to hold committee meetings on Tuesdays and Thursdays, but have one morning (7:30 AM start) and one late afternoon (4 PM start) start, e.g. Tuesday morning and Thursday afternoon, or Tuesday afternoon and Thursday morning
- Encourage Board of Education members to send questions regarding the meetings to the chair or the administrator involved ahead of the meeting. For lengthy discussions, the chair could decide what additional information is needed in order to respond to the question or whether follow up is more appropriate at a subsequent meeting or in another format.
- Limit the committee meetings to 90 minutes each, unless the Chair states before the start of the meeting that additional time is

needed based on the agenda. In that case, limit the meeting time to two hours.

- Restrict breakfast at the morning meetings to a continental breakfast menu and for afternoon or evening meetings only fruit or snacks and drinks will be served.
- Begin the monthly Board of Education meetings at 7:00 p.m. starting in August.

Dr. Millard saw the role of the Board members as one of listening, inquiring, and suggesting ways to the administrators to follow their directions, but not to make decisions about how it does it work. She reminded the Board of Education that its role was to govern the District, not to manage it.

Discussion ensued. When asked if the committee meetings could be only three members, the response was that this format was common in many districts.

While supporting the recommendation, Dr. Lee stated that Dr. Millard's "recommendations are somewhat general in their wording, and I felt a need for somewhat greater specificity in two areas (1) Duties and obligations of committee chairs, and (2) specific authority granted by the Board to committee chairs in order that they have the ability to carry out their duties and obligations.

"I hereby recommend that the board adopt (or agree on), in addition to the other procedures and changes that have been recommended by our President, the following two provisions:

(1) Committee chairs are duty bound and obligated to solicit and receive communication from board members, administrators, and other stakeholders in the realm of their committee's responsibilities, to set the agenda of the committee's meetings in ways best suited to address the necessary business of District 200 in accord with appropriate priorities and within the appropriate time limitations (here, the words "best", "necessary", and "appropriate" are determined by the judgment of the committee chair); and to regulate or limit the time taken by board members, staff, and visitors in the presentation of their views, questions, explanations, and debate.

(2) In order to accomplish the above (and ONLY to do so), committee chairs are given broad authority by the Board of Education to limit the time taken by board members, staff, and visitors by setting time limits on speeches, debate, questions, explanations, or responses, and to determine when the content of

such speech should be presented in written form or to one or more individuals at a time other than in that specific public meeting.

“I understand that the two provisions certainly do offer committee chairs the opportunity to abuse the authority given them, and that the Board must be sensitive to the possibility that this can happen. Yet, I ask that we directly address such an occurrence only after we see the need to do so.”

When asked if a Board of Education member who attended the committee of which he/she was not a part, would he/she be allowed to comment, the response was that while typically they would be observers, they would not be prohibited from speaking. The Committee will make a recommendation to the Board of Education and the entire Board of Education can agree or disagree with the recommendation.

Ms. Patchak-Layman suggested that a new or different set of protocols might be necessary if there were a new issue or an issue of controversy taking place. Dr. Lee was assured that when the committee made a recommendation to the Board of Education, then the entire Board of Education would hear both sides of the issue when there was no consensus of the committee.

While Board of Education members discussed the timing of the meeting, the consensus was to have the following schedule:

Tuesday, 7:30 a.m., Finance Committee, followed by the Special Board Meeting followed by the Personnel Committee.

Thursday, 7:30 a.m., Instruction Committee followed by the Policy, Evaluation, and Goals (PEG) Committee.

In order to assure a quorum for the Special Board Meeting, the Finance Committee would continue to act as a committee of the whole. The reasoning for the above schedule was that having a meeting late in the day would not serve the staff well and some Board of Education members preferred a morning schedule. Mr. Hunter added that Learning Teams were scheduled for the mornings because that was the only time available. Afternoons were filled with club sponsorship, coaching, the Courageous Conversations on Race, which meets two days per month, and Faculty Senate meetings are scheduled for after school on Wednesdays after school, etc.

Dr. Lee noted that the Board of Education had adopted a culture in which freedom of expression was the highest priority and the most valuable and put taking care of business at a lower priority. He believed that freedom of speech remains important but he also believed that the

Board of Education should start injecting the amount of time spent in meetings a higher priority than in the past. Mr. Allen asked for respect of his agendas, i.e., the discussions of the Wellness Committee agenda item was not pleasant, but it was important. There are presentations that must be made and he asked that respect be shown to all Committee chairs.

Ms. Patchak-Layman felt that if the number of people were reduced for each committee, there would be less people talking and it will not produce the in-depth conversation as had been held earlier that evening. That was important. Ms. Patchak-Layman also did not believe in putting time limits on the committee meetings. She was encouraged to get answers prior to the meeting or to let the administration or the chair know of the questions prior to the meeting in order to be more efficient.

It was the consensus of the Board of Education to review this schedule after the October meetings.

It was also the consensus of the Board of Education members to continue with the full breakfast at Committee meetings, as some Board of Education members objected to them being “downsized”. The cost was nominal and the Board of Education’s time was invaluable to the District.

Non-Agenda Items

Dr. Millard noted that on June 11, 2009, at 7:30 a.m., the Board of Education would hold a conversation on its goals for the 2009-10 school year and hold its retreat on August 24, 2009.

Ms. Patchak-Layman asked about the Village of Oak Park TIF. Mr. Allen reported that OPRFHS met with the Village of Oak Park and District 97 about the phase in of the referendum. Those involved in the discussions are working on the details of how each cell in the spreadsheet was computed. He reported on the number of meetings that had taken place. The intention is to complete these conversations by June 30, although he was unsure if that was a reasonable goal. Agreement has not been as forthcoming as anticipated, as the situation is deep and complicated. The basics are not yet done. There has been no date set for a tri-board meeting with District 97 and the Village. Ms. Witham added that the business managers had met yesterday afternoon. The Village has accepted the calculations and has no questions at this time. Another meeting was scheduled for the following day on the footnotes in advance of a larger group meeting.

Ms. Patchak-Layman also asked for a report on the Council of Governments meetings in the future.

Closed Session

At 10:51 p.m., on May 28, 2009, Dr. Lee 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; Student disciplinary cases 5 ILCS 120/2(c)(10); 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 1:08 a.m., on Friday, May 29, 2009, the Board of Education resumed its open session.

Appointments

Dr. Lee moved to approve the appointment of Assistant Superintendents, Principal, Assistant Principals, Directors, Managers, Division Heads, Deans, and Counselors; seconded by Mr. Allen. A roll call vote resulted in five ayes and two nays. Ms. Patchak-Layman and Mr. Conway voted nay.

Ms. Patchak-Layman voted nay because she felt there was employee on the list that should have a different position next year.

Student Discipline

Dr. Lee moved to Exclude student EXP 05-28-09-05 from the Oak Park and River Forest High School campus beginning Friday, May 29 and through the 2009-2010 school year, with educational services being provided at an alternate placement as determined by the Multi-Disciplinary Committee, and with return to Oak Park and River Forest High School campus contingent upon a re-evaluation by the Multi-Disciplinary Committee; seconded by Mr. Conway. A roll call vote resulted in all ayes. Motion carried.

Salary Increases for Administrators and Non-affiliated Employees

It was necessary to go back into closed session before taking action on this agenda item.

Closed Session

At 1:20 a.m., on May 29, 2009, Dr. Lee 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; Student disciplinary cases 5 ILCS 120/2(c)(10); 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); and 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 Ms. McCormack. A roll call vote resulted in all ayes. Motion carried.

At 1:20 a.m., the Board of Education resumed its open session.

Salary Increases for Administrators and Non-affiliated Employees

Dr. Lee moved to approve the Board of Education paid 1.5% TRS/IMRF contribution for Administrators, a 1.5% salary increase for Non-Affiliated employees and a salary of \$104,686 for the Director of Buildings and Grounds; seconded by Mr. Conway. A roll call vote resulted in six ayes. Motion carried. Ms. Patchak-Layman voted nay.

Ms. Patchak-Layman voted nay as she felt the 1 ½ percent increase should be straight salary rather than an increase in TRS.

Non-Agenda Items

Mr. Conway felt there were too many incidents of students abusing legal prescription drugs and illegal drug. He reported on a call he had received that day from a parent of a freshman who was arrested for selling bags of marijuana and who had 12 calculators in his backpack, which were probably stolen from the high school. He stated that the Board of Education needed to work with the administration and the parents on this problem. Parents are afraid of the consequences for their children. Ms. McCormack too felt that this was an enormous problem at the high school and the Board of Education should take a strong leadership role, forming a blue ribbon committee, etc., to address this as a community. It was suggested that perhaps bringing dogs into the building to do searches might be something to do. Mr. Conway stated that while many families are suffering, they feel the need to keep it a secret.

Adjournment

At 1:28 a.m., on Friday, May 29, 2009, Mr. Conway moved to adjourn the Board of Education meeting; seconded by Mr. Allen. A roll call vote resulted in all ayes. Motion carried.

Dr. Dietra D. Millard
President

John C. Allen, IV
Secretary