

**Official Minutes of the
Oak Park Board of Education District 97,
970 Madison Street, Oak Park, Cook County, Illinois
Meeting January 27, 2015**

President Spatz called the meeting to order at 7:00 p.m.

Present: Spatz, Brisben, Sacks, Gates, O'Connor, Traczyk (7:01 p.m.), and Felton
Absent: None
Also Present: Superintendent Dr. Al Roberts, Assistant Superintendent for Finance and Operations Therese O'Neill, Senior Director of Policy, Planning and Communications Chris Jasculca, Senior Director of HR Steve Cummins, Senior Director of Special Services Mike Padavic, Director of Technology Michael Arensdorff, Directors of Curriculum and Instruction Helen Wei and Carrie Kamm, and Board Secretary Sheryl Marinier

ROLL CALL

2.3.2 Ratification of OPTA Agreement between Board of Education and OPTA

Spatz moved, seconded by Gates, that the Board of Education, District 97, approve the Collective Bargaining Agreement with the Oak Park Teachers' Association.

RATIFICATION
OF OPTA
AGREEMENT
BETWEEN BOARD
OF EDUCATION
AND OPTA

Resolution to Approve the Collective Bargaining Agreement between the Oak Park Elementary District 97 Board of Education and the Oak Park Teachers' Association

WHEREAS, the Oak Park Elementary School District 97 Board of Education (the Board) and Oak Park Teachers' Association (OPTA) worked for the past year on the creation of a transformative agreement that will shape the future of the district's schools and enable its students to reach their full potential; and

WHEREAS, the Board and OPTA produced an agreement that recognizes and rewards the district's teachers for their service on behalf of the children of Oak Park; supports the long-term sustainability of the district; helps the district's schools move from great to world class; benefits the community by further strengthening the quality of the district's schools, while also aiding the fulfillment of the district's referendum promise to reduce annual growth; and contributes to the continued growth and development of the district's students; and

WHEREAS, Sixteen (16) faculty members under the dedicated leadership of Sue Tresselt and Jennifer Nelson exhibited a strong commitment to their profession, their colleagues and their students by participating in the negotiation process; and

WHEREAS, all the participation by all seven (7) board members in the process highlighted their tireless service on behalf of the community and the nearly 6,000 students enrolled in the district's schools; and

WHEREAS, the administration's valuable and critical contributions throughout the process were led by Dr. Al Roberts, Therese O'Neill, Steve Cummins, Mike Padavic, Jonathan Ellwanger, Angela Dolezal and Todd Fitzgerald;

NOW THEREFORE, BE IT RESOLVED, that the Oak Park Elementary School District 97 Board of Education adopt the Agreement with the Oak Park Teachers' Association for the years 2014-2018; and

BE IT FURTHER RESOLVED, that the Oak Park Elementary School District 97 Board of Education acknowledge the hard work and passion put forth by everyone involved in this important endeavor, and the patience, understanding and support offered by the citizens of Oak Park throughout this process.

Dated this 27th day of January, 2015.

Dr. Roberts noted that the process was long and cumbersome, and it had its fair share of surprises. The bargaining team did a great job of keeping the focus on the priority; the children. Dr. Roberts acknowledged the administrative negotiation team members who were present.

Board comments included appreciation to the OPTA membership, especially the bargaining team and OPTA leadership for 13 months of dedication to the process. Additionally, the community was thanked for their patience. It was noted that this is a transformative contract that changes the way the compensation is calculated, and the community will be able to see how this contract will benefit everyone.

Ayes: Spatz, Gates, Traczyk, Felton, Sacks, O'Connor, and Brisben
Nays: None
Absent: None
Motion passed.

SPECIAL REPORTS

SPECIAL
REPORTS

MIDDLE SCHOOL INTERNATIONAL BACCALAUREATE (IB) REPORT

Carrie Kamm, Helen Wei came to the table with Principals Mike Michowski, Todd Fitzgerald, and IB Coordinators Patricia Feierbert and Jen DeBruin.

They shared a video demonstrating how the International Baccalaureate (IB) program is being implemented in the middle schools. Several middle school students came to the table. They shared how the IB way of learning is helping them to learn differently and take in information in a more efficient way. Because of IB, The students are looking at things is a global way.

The IB Middle Years program requires that the schools have an assessment policy. It was noted that the District 97 Middle School Assessment Policy highlights the IB assessment philosophy, retake and redo procedures, and includes an IB/Letter Grade Conversion chart. The current working draft of this document will be reviewed by the IB Authorization team during their April visit. The team noted that student assessments are a continuous process. Teachers are responsible for creating varied assessment opportunities that include: Open-ended problem solving activities, investigations, organized debates, hands on experimentation, analysis and reflection, and test and quizzes.

They reported that the IB program has a No Zero policy. The philosophy behind this policy is that a grade of zero has a damaging mathematical effect in a percentage grading system. The IB program wants grades to reflect what students have learned, not whether or not they have completed a task. Grades are a tool to communicate mastery toward a standard, not a reward or punishment. It was noted that this philosophy does not apply to summative assessments.

The next steps include an annual Board presentation from the Student IB committee each spring, and identifying ways to measure student engagement.

It was noted that the percentage of teachers who believe their teaching and learning practices are directly aligned with the IB philosophy (at least once per week) has drastically increased from 31 percent in the 2012-13 school year to 77 percent at present. By the end of the year, every

MIDDLE SCHOOL INTERNATIONAL BACCALAUREATE (IB) REPORT (Continued)
department will complete at least one additional unit plan and continue to align their daily instruction.

It was noted that some high school classes are consistent with the IB grading philosophy. Hanover Research has been asked to frame out what the assessments will look like as they align with the higher grade levels. It was noted that teachers are working on interdisciplinary units, and administrators will be participating in a training this coming weekend on this topic.

In trying to explain the difference/similarities of Common Core and IB, Kamm noted that Common Core is the “what”, and IB is the “how and why”.

Dr. Roberts reminded the Board that the IB implementation process takes time. He spent part of the last institute day with the humanity teachers who were surprised that they knew more about IB than they thought they did. Dr. Roberts acknowledged the group of community members who visited Shaker Heights, Ohio when the process began, especially Linda Francis who was in the audience.

Board comments including interest in understanding how the district can help prepare the students for when they move on to a school that uses a standard grading program. The IB information nights have been attended regularly by board members who described this year’s session as very good and effective. The district was acknowledged for embracing change, as the IB program has brought more rigor to students and more collaborative time for teachers. Congratulation was extended to Dr. Roberts for his leadership and to members Felton and Sacks for spearheading this initiative. The teams were applauded for being transparent regarding where the district is in the process and identify next steps. It was noted that the IB program is designed for all students and fits into the district’s 2007 plan for learning. It was suggested that the District articulate the IB expectation and needs to the high school.

PUBLIC COMMENT

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John Abbott, an Oak Park resident, and also a District 97 School Board candidate, shared three topics that he feels are important to address when hiring a new superintendent. He encouraged the Board to avail themselves to the literature that is available regarding technology in the classrooms, Common Core and PARCC assessments to help them prepare appropriate questions for the superintendent candidates regarding these topics. Additionally, he emphasized the importance for the superintendent to be able to communicate well with all members of the community regardless of gender.

ACTION ITEMS

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2.1.1 Approval of Minutes from the January 13, 2015 Board Meeting

Gates moved, seconded by Sacks, that the Board of Education, District 97, approve the minutes from the January 13, 2015 Board meeting.

Ayes: Gates, Sacks, Traczyk, Felton, O’Connor, Brisben, and Spatz
Nays: None
Absent: None
Motion passed.

2.2 Approval of the Consent Agenda

Sacks moved, seconded by Felton, that the Board of Education, District 97, approve the consent agenda as presented.

- 2.2.1 Approval of Bill List
- 2.2.2 Personnel Action

2.2.3 Adoption of Policies

Ayes: Sacks, Felton, O'Connor, Gates, Spatz, Traczyk, and Brisben
Nays: None
Motion passed.

2.3.1 Selection of Superintendent Search Firm

Gates moved, seconded by O'Connor, that the Board of Education, District 97, appoint Hazard, Young and Attea to lead the District 97 Superintendent Search.

Ayes: Gates, O'Connor, Traczyk, Felton, Sacks, Brisben, and Spatz
Nays: None
Absent: None
Motion passed.

President Spatz reported that there was a special meeting held on January 20, 2015 where the Board interviewed several search firms and decided that Hazard, Young and Attea would best meet the needs of the Board. References were checked with more than five different districts who have utilized their services in the recent past.

SPECIAL TOPIC

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TOPIC

INITIAL PLANNING – SUPERINTENDENT SEARCH

Bill Attea, Allen Leis and Lela Webb from Hazard, Young and Attea (HYA) came to the table. Handbooks were distributed that will assist the Board members during the superintendent search. This evening's discussion was focused on determining how the Board would like to proceed with the process. The Board agreed to hold two community forums on February 9 and 11, 2015, hold individual interviews with key members of the community on February 9, 10 and 11, 2015, and offer an online survey to solicit input from the community. That information will be used to develop criteria for possible candidates. In approximately six to seven weeks, a slate of candidates will be presented to the Board. Initial interviews will occur on April 17 and 18, 2015 and second interviews will be held during the week of April 19, 2015. It was agreed that a third interview could be held if necessary, and the Board should be able to make an announcement in late April or early May. It was noted that this timeline will allow for the participation of the school board candidates. It was agreed that Member Brisben will be the Board liaison for this project, and President Spatz and Chris Jасulca will communicate with the press as needed.

Prior to the candidate interviews, the Board will participate in a seminar on interviewing techniques. It was agreed that the February 24, 2015 Board agenda will need to be adjusted to accommodate the review of the survey results. Additionally, the Board was asked to give some thought to the financial package that will be offered to the new superintendent. It was noted that the list of comparable districts will be presented to the Board this evening and could be used for this purpose.

In an effort to increase the number of candidates, the Board agreed that the process should be fully confidential. Advertising packages were discussed, as well as the use of the District Website to keep the community updated and solicit input.

Board comments included noting the need to ensure that the interview groups match the demographics of the community.

The Board discussed the possibility of hiring Hazard, Young and Attea to perform the search for the Deputy Superintendent as well. Bill Attea suggested that this process utilize the same HYA team. Attea will submit a proposal to member Brisben.

COMMITTEE / WORK GROUP REPORTS
2014 – 2015 PRIORITIES

COMMON CORE AND IB IMPLIMENTATION

An Information Only Common Core report will be included in the February 10, 2015 board packet.

ADMINISTRATION BUILDING AND FACILITIES

This group will be meeting on February 10, 2015 to review a memo from the attorneys. This memo outlines the process that needs to be followed when selling property. The group will work with Dr. Roberts and Therese O’Neill to identify their preferences. It was noted that setting the sale price would be discussed in executive session.

ORGANIZATION STRUCTURE

It was noted that the February 10, 2015 agenda will include a discussion regarding the Deputy Superintendent position.

CONTRACT IMPLEMENTATION AND MAINTENANCE

It was noted that the OPTA contract was approved this evening.

President Spatz, member Felton and Therese O’Neill reviewed the draft list of contracts and intergovernmental agreements and will include it in the board packet for February 10, 2015. It was suggested that Dr. Roberts and the Board determine which items should be completed prior to his retirement and which should be completed by the new superintendent.

STANDING BOARD COMMITTEES

Facilities Advisory Committee (FAC)

The Facilities Advisory committee met last Tuesday. It was reported that four of the FAC member’s terms will expire at the end of this year.

Jennifer Costanzo from STR was in attendance at the FAC meeting and updated the committee on her last presentation to the Board. It was noted that STR will not attend the FAC meetings on a regular basis.

Voice Over IP was discussed. It was noted that \$220,000 is budgeted for this project.

The committee was planning to discuss the next steps for the temperature control study, but chose to table this discussion until the next meeting.

Financial Oversight and Review Committee (FORC)

This committee reviewed the list of comparison schools. Their next meeting will be held on March 23, 2015. It was noted that the five year and 10 year projections should be completed and ready for review at that time.

The List of Comparison Schools was presented to the Board. It was reported that this document used EAV and percentage of low income students (5,000 was the norm) as comparison. 18 districts were identified, however, five of the districts no longer meet the criteria, and three others now qualify. FORC suggested adopting the timing methodology in the fall, and then update the document on a three-year cycle. This list will return to the Board on February 10, 2015 for action.

Committee for Legislative Action, Intervention, and Monitoring (CLAIM)

The next meeting of CLAIM will be held on February 19, 2015.

CONCLUDING ITEMS**SUPERINTENDENT'S REPORT**

Dr. Roberts suggested that the Board consider approving the school calendar for the next two years. The Calendar committee will meet in February and submit a draft two-year calendar to the Board for review on February 24, 2015, with anticipated action on March 17, 2015. He recommended that the Board approve the calendar for the 2015-16 school year and a tentative calendar for the 2016-17 school year. He noted that the proposal will include two new institute days in accordance with the new OPTA contract.

Dr. Roberts reported that Cabinet met with the architects today and there is still a need to determine the location of the Multicultural Center. Additionally, he suggested that the PrintShop be included within the new administration building. In planning for the new facility, he is challenging the team to determine how the district will be conducting business in 10 years.

BOARD CONCERNS / ANNOUNCEMENTS

Member Felton attended the Oak Park Education Foundation First Annual Retreat last weekend. The focus was to look at several submissions that they may want to launch. They narrowed the list down to 22 for consideration. She reported that a program on Spoken Word emerged as a favorite.

President Spatz and member Felton attended the ED-RED dinner last night.

The PTO Council met last night. At this meeting, Jasculca requested input on the gift policy. Dr. Roberts updated the PTO on the administration building process and the superintendent search.

Member O'Connor asked Dr. Roberts to address the PERA pilot within the next few weeks in accordance with the OPTA Memorandum of Understanding.

Member Sacks attended the Collaboration for Early Childhood monthly meeting. Topics included developmental screening, the parts and pieces of the process (screenings, follow up, etc.) and how the processes are connected.

The Board was reminded that the Battle of the Bots (Vex Robotics) will be held on February 7, 2015 at 9:30 a.m.

Member Brisben attended the Village Board meeting on IDOT and the Eisenhower expansion. He reported that this is a seven year study that is close to the end. A work group has been established and the project has been discussed at IGOV. Brisben suggested that District 97 have representation on this team. Approximately six options will be evaluated prior to a recommendation being made. He reported that the bridges will all need to be rebuilt, noting that this will impact the bussing of the District 97 students.

Member Traczyk attended an IMPACT meeting at the high school last night that focused on drug and alcohol use by teenagers. He reported that the high school students in attendance were engaged in discussing strategies that they use. It was suggested that a parent be allowed to opt-in their child for random testing. He noted that the ratings at Oak Park River Forest High school are above Cook County averages; however, the student's perceptions were much higher.

President Spatz attended the ED-RED dinner. He noted that the topic was early childhood interventions and Oak Park is doing everything that was suggested by the speaker. He noted that a brochure is being created for Ounce of Prevention, and they are using the Collaboration's brochure as a template.

It was noted that Council of Governments (COG) is being rescheduled to February 4, 2015.

BOARD CONCERNS / ANNOUNCEMENTS (Continued)

The next Collaboration for Early Childhood IGA Governing Board meeting will be held on February 25, 2015. At that time, the board will review the IGA and create a side list of future topics for discussion.

It was reported that South East Oak Park Community Organization (SEOPCO) will be holding a candidates forum on March 24, 2015, and the PTO Council may hold a candidates forum at one of the middle schools.

Vice President Gates and member Felton offered to meet with the Board candidates prior to the election for a brief orientation. Member Traczyk offered to share his expertise on school finances.

PREVIEW AGENDAS

The draft agenda for February 10, 2015 was reviewed and modifications were recommended.

BOARD RESPONSE TO PUBLIC COMMENT

None

EXECUTIVE SESSION

EXECUTIVE SESSION

Sacks moved, seconded by Felton, that the Board of Education move into Executive Session at 10:30 p.m. to discuss (Collective Negotiations 5 ILCS 120/2(c)(2), Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Specific Employees 5 ILCS 120/2/(c)(1)). Roll call vote.

Ayes: Sacks, Felton, Traczyk, Gates, Brisben, O'Connor, and Spatz

Nays: None

Absent:

Motion passed.

OPEN SESSION

OPEN SESSION

Traczyk moved, seconded by Gates, that the Board of Education move into Open Session at 11:06 p.m. All members of the Board were in agreement.

ADJOURNMENT

ADJOURNMENT

There being no further business to conduct, President Spatz declared the meeting adjourned at 11:06 p.m.

The next regularly scheduled meeting of the Board will be held on Tuesday, February 10, 2015 beginning at 7 p.m. at the district Administration building located at 970 Madison Street, Oak Park, Illinois.

Board President

Board Secretary