

**Official Minutes of the  
Oak Park Board of Education District 97  
260 Madison Street, Oak Park, Cook County, Illinois  
December 11, 2018 Meeting**

President Spurlock called the meeting to order at 6:33 p.m.

ROLL CALL

Present: Spatz, Spurlock, Liebl, Breymaier, Broy, O'Connor, Datta (6:35 p.m.)  
Absent: None  
Also Present: Superintendent Dr. Carol Kelley (by phone), Assistant Superintendent for Finance and Operations Paul Starck-King, Assistant Superintendent of Human Resources Laurie Campbell, Senior Director of Policy, Procedure and Communications Chris Jasculca, Senior Director of Technology Michael Arensdorff, Senior Director of Special Services Eboney Lofton, Senior Director of Buildings and Grounds Jeanne Keane, Director of Curriculum Tawanda Lawrence, and Board Secretary Sheryl Marinier.

**EXECUTIVE SESSION**

EXECUTIVE SESSION

Breymaier motioned, seconded by O'Connor that the Board move into executive session for the purpose of Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Specific Employees or Legal Counsel for the District 5 ILCS 120/2(C)(1), Collective Negotiations 5 ILCS 120/2(C)(2), Pending Litigation 5 ILCS 120/2(C)(11)

Ayes: Breymaier, O'Connor, Spatz, Liebl, Broy, Datta, and Spurlock  
Nays: None  
Absent: None  
Motion passed.

**OPEN SESSION**

OPEN SESSION

Spatz moved, seconded by Breymaier that the Board move into Open Session at 6:48 p.m. All members of the Board were in agreement. The meeting reconvened at 6:53 p.m.

**STAFF RECOGNITION**

Laurie Campbell introduce the teachers who recently earned National Board Certified Teacher status.

STAFF RECOGNITION

**SPECIAL REPORTS**

**RETENTION, RECRUITMENT, HIRING REVIEW BY ALMA GROUP**

Laurie Campbell came to the table with Sandra Tacina and Yanika Daniels from the ALMA group. They explained that recruitment and hiring strategies aimed at helping the district attract and keep effective teachers of color are most powerful when they are aligned with the district's vision.

SPECIAL REPORTS

To understand the role of HR, the Alma team tried to understand the district's vision for student achievement and equity, and how employees support that vision. This presentation is focused on teacher recruitment and hiring, questioning if the district is hiring teacher of color, and how the district can recruit and hire more candidates of color. They reported that 47 percent of the students are of color, while 78 percent of the teachers are white. They noted that 80 percent of the teachers are white nationwide.

In gathering information for this report, Alma carried out the following activities:

- Completed two site visits, which included:
  - Interviews with senior Oak Park leadership
  - Interviews with other stakeholders
  - Focus groups with District 97 principals, newly hired teachers, etc.
- Reviewed district data and reports
- Conducted external research to benchmark the district in national hiring and diversity employment trends

## RETENTION, RECRUITMENT, HIRING REVIEW BY ALMA GROUP (Continued)

They reported that research shows that high quality, diverse teachers are essential to student learning. That one third of a school's impact on student achievement is attributable to teacher effectiveness, and new research is also showing that diverse teachers benefit all students. Research shows that one year with a great teacher will impact a child's life and could advance them to college.

They reported that over the last few years, Oak Park went from 27 percent to 33 percent of teachers of color. 59 teachers were hired last year. The district received over 1,000 applicants, with 3.5 of the applicants of color and 15 white applicants per vacancy. They recommended increasing the number of applicants of color, noting that the district is currently at about 20 percent (applicants of color), compared to 47 percent of the student population in the same category.

They recommended expanding the recruitment efforts in Oak Park to encourage teachers of color to apply by;

- Conducting more targeted recruitment efforts in surrounding cities
- To be more strategic and change the way the district is recruiting
- Focus recruitment efforts on the handful of schools that provide a significant number of applicants of color and develop partnerships with them

They noted that the district is using a consistent, well-defined hiring process that provided questions around equity.

The Alma team recommended the following;

- Principals are currently using a combination of questions provided by HR and their own questions and making their own assessments of candidates. The district should work with principals to develop additional tools to use during the hiring process, including:
  - Descriptions of competencies needed for new teachers
  - Interview questions aligned to competencies and evaluation tools
  - Hiring “look-fors” for each stage of the process
  - Rubrics to assess candidates against the competencies
    - Consistent rubrics ensure that the strongest candidates are hired and relieve principals of needing to develop their own tools. (School leaders could select and modify questions to meet their school's specific needs.)
- Create systems to ensure that high-priority applicants – those in shortage areas and applicants of color – are a top priority. Noting that a candidate management system should differentiate and track candidates to ensure that strong candidates do not fall through the cracks.
- Build on current efforts to ensure that hiring committees and final round interviewees are diverse.
  - There is a 193 greater chance that the district will hire a person of color if there is more than one person of color in the final round of interviews.
- This year, the district posted the majority of teacher position over the summer. Alma recommended moving the hiring timeline up to early to mid-spring.
  - Late posting and hiring means that Oak Park is missing out on some of the strongest candidates, particularly strong candidates of color.
  - HR is aware of this and is actively taking steps to post vacancies earlier for the 2019-20 school year, and move up hiring timelines.
  - Make it a goal to have all known openings filled by the end of the school year.
  - Consider making offers before the district has a specific position in hand.
  - Have HR prescreen candidates.
  - Have principals reserve time in their schedules in the spring so it does not get pushed back.
  - Next year – start the recruitment activities in October.
- Bring several recommendations together and develop a robust recruiting and hiring calendar.

It was noted that student teachers are brought in from a variety of schools, and a good percentage of them are hired into full-time positions. It was noted that the student teacher population is predominately white. The student teachers of color need to be targeted.

The Alma team explained that the next step will be to look at equity more broadly.

## RETENTION, RECRUITMENT, HIRING REVIEW BY ALMA GROUP (Continued)

Campbell noted the need to shift to posting forecasted vacancies and not real vacancies. This will help with identifying the best candidates and being able to retain them.

Board comments included interest in looking at the progression of teachers of color and if they are moving up within the district. The following questions were asked;

- When we are talking about non-white teachers, how does that break down?
- Where are we recruiting from, and what does the pool look like?
- How are we advertising the qualification we are looking for?
- Why are the equity questions later on in the interview process, why not at the beginning?
- To what extent are we pooling our staff?
- How often are we making offers to candidates of color and they are not accepting the position?
- Are there nationally used incentives that we are not offering that we could be that candidates might be looking for?
- Can the district look at equity more broadly and consider the need for more male teachers, another underrepresented group?

It was suggested that banners on the Website advertise about equity and that the district cares about people. Concern was expressed about the lack of multi-racial candidates. Interest was expressed in seeing statistics for that population.

Administration was advised to be cautious when pooling the hiring process as to not set up the principals to be in competition with each other. It was noted that principals had indicated that some candidates were receiving multiple job offers.

It was suggested that the district change the student enrollment timeline and the budget projection timeline, noting that the window of opportunity is this year, with an unusual amount of retirees.

It was suggested that 18 percent of the candidates are coming in with no experience, so it was suggested that district consider offering experienced candidates a referral bonus.

The Alma team recommended allowing teachers of color to talk to other teachers of color as mentors. They questioned how the current teacher leaders work with HR, and suggested hiring early.

### **PUBLIC COMMENT**

PUBLIC COMMENT

Michelle Mangan, an Oak Park resident, reminded the Board that the Longfellow PTO, paid for tutors for one year, but that was not sustainable. She explained the importance of the extra assistance for the children, especially those in need, and asked the Board to keep this need in mind when thinking about the needs for next school year. She indicated that the current process is not equitable.

Iris Henry and Arlo Adams Truett-Schriber, students at Lincoln School, recommended that the Board consider expanding the Spanish Immersion program, giving all students a chance to be bilingual. Henry explained that she went to Costa Rica and was able to talk to the people there. She shared that kids try to get into the program and cannot, and that is not fair, because all kids deserve to be bilingual. Truett-Schriber reminded the Board that the District's vision and goals ensure that all district students get to be global citizens, and he ask the Board if there is a better way for that to happen. He indicated that other students are interested in sharing their thoughts with the Board, but are a bit afraid to address the Board in public.

Markesha Forno, an Oak Park resident, thanked the Board for taking feedback from the administration regarding the need for teachers of color. She suggested that they take a more holistic approach. She suggested that teachers are afraid, that the Board should do more listening to the teachers and help the district build a team that it envisions. She suggested that the ALMA report was not revolutionary, and suggested that the Board make sure that they do not doubt their common sense when it comes to recruitment. She suggested that there are a lot of system flaws, and that it is communication that causes the district to not take advantage of the available candidates. She suggested that there is a strong pool of candidates, and the district just needs to know where to find them. She noted that substitutes

are still having difficulty getting into the pool, and suggested that the Board consider a permanent substitute position.

**ACTION ITEMS**

ACTION ITEMS

**5.1.1 APPROVAL OF MINUTES FROM THE NOVEMBER 27, 2018 BOARD MEETING**

Spatz moved, seconded by Breymaier, that the Board of Education, District 97, approve the minutes from the November 13, 2018 Board meeting.

Ayes: Spatz, Breymaier, O'Connor, Liebl, Broy, Datta, and Spurlock  
Nays: None  
Absent: None  
Motion passed.

**5.1.2 APPROVAL OF MINUTES FROM THE NOVEMBER 29, 2018 SPECIAL BOARD MEETING**

Spatz moved, seconded by Datta, that the Board of Education, District 97, approve the minutes from the November 29, 2018 special Board meeting.

Ayes: Spatz, Datta, O'Connor, Breymaier, and Liebl  
Nays: None  
Abstain: Broy and Spurlock  
Motion passed.

**5.2 APPROVAL OF THE CONSENT AGENDA**

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

- 5.2.1 Approval of Bill List
- 5.2.2 Approval of Personnel
- 5.2.3 Acceptance of Donation
- 5.2.4 Approval of an Additional Meeting Date – January 8, 2019 (Tri-Board on Equity)

Ayes: Breymaier, Spatz, Liebl, Spurlock, Broy, O'Connor, and Datta  
Nays: None  
Absent: None  
Motion passed.

**5.3.1 APPROVAL OF LINCOLN/LONGFELLOW BID GROUP #2**

Spatz moved, seconded by Broy, that the Board of Education of Oak Park District 97, approve the recommended bids and associated costs of Lincoln/ Longfellow Construction Bid Packet #2 (as revised).

Ayes: Spatz, Broy, Breymaier, Liebl, Spurlock, and Datta, and O'Connor  
Nays: None  
Absent: None  
Motion passed.

Concern was expressed about the location of the swings on the Longfellow playground, noting that the placement could be a safety hazard. Jeanne Keane came to the table and explained that the cost to move them to another location would be about \$18,000 more. Keane shared that she has talked to Principal Dolezal and community members about this concern and the swing installation has been removed from the bid 3 package. A meeting will be held next Monday to consider other options. It was suggested that the Facilities Advisory Committee hold their January 8, 2019 meeting at Longfellow so they can walk the area.

**5.3.2 RESOLUTION ABATING THE TAX HERETOFORE LEVIED FOR THE YEAR 2018 TO PAY DEBT SERVICE ON THE OUTSTANDING GENERAL OBLIGATION LIMITED TAX SCHOOL BONDS, SERIES 2016, OF THE DISTRICT**

Spatz moved, seconded by Breymaier, that the Board of Education of Oak Park District 97 approve the resolution abating the tax heretofore levied for the year 2018 to pay debt service on the outstanding general obligation limited tax school bonds, series 2016, of the district.

RESOLUTION abating the tax heretofore levied for the year 2018 to pay debt service on the outstanding General Obligation Limited Tax School Bonds, Series 2016, of School District Number 97, Cook County, Illinois.

\* \* \*

WHEREAS, the Board of Education (the “Board”) of School District Number 97, Cook County, Illinois (the “District”), by resolution adopted on the 6th day of December, 2016 (the “Resolution”), did provide for the issue of \$6,050,000 General Obligation Limited Tax School Bonds, Series 2016 (the “Bonds”), and the levy of a direct annual tax to pay the principal of and interest on the Bonds; and

WHEREAS, on the 14th day of December, 2016, a duly certified copy of the Resolution was filed in the office of the County Clerk of Cook County, Illinois (the “County Clerk”); and

WHEREAS, the Board has determined that there are lawfully available funds in the amount of \$1,412,301 (the “Available Funds”) currently on deposit in the “School Bond and Interest Fund of 2016” (the “Bond Fund”) established pursuant to Section 10 of the Resolution and from which principal of and interest on the Bonds is paid; and

WHEREAS, the Board has further determined that it is necessary and in the best interests of the District that the District abate the tax heretofore levied for the year 2018 to pay principal of and interest on the Bonds by the amount of the Available Funds currently on deposit in the Bond Fund:

NOW, THEREFORE, Be It and It is Hereby Resolved by the Board of Education of School District Number 97, Cook County, as follows:

*Section 1. Incorporation of Preambles.* The Board hereby finds that all of the recitals contained in the preambles to this resolution are full, true and correct and does incorporate them into this resolution by this reference.

*Section 2. Abatement of Tax.* The tax heretofore levied for the year 2018 shall be abated by the amount of the Available Funds currently on deposit in the Bond Fund, and the amount of the tax levied in Section 9 of the Resolution for the year 2018 to pay debt service on the Bonds, the amount of the tax to be abated for said year and the remainder of the tax levied which is to be extended for said year to pay principal of and interest on the Bonds are as follows:

LEVY YEAR	AMOUNT LEVIED IN RESOLUTION	AMOUNT TO BE ABATED	REMAINDER OF TAX TO BE EXTENDED
2018	\$1,412,301	\$1,412,301	\$0

*Section 3. Filing of Resolution.* Forthwith upon the adoption of this resolution the Secretary of the Board shall file a certified copy hereof with the County Clerk, and it shall be the duty of the County Clerk to abate the tax levied for the year 2018 in accordance with the provisions hereof and as shown hereinabove in Section 2 hereof.

*Section 4. Severability.* If any section, paragraph, clause or provision of this Resolution shall be held to be invalid or unenforceable for any reason, the invalidity or unenforceability of such section, paragraph, clause or provision shall not affect any of the remaining provisions of this Resolution.

*Section 5. Repeal.* All resolutions or parts thereof in conflict herewith be and the same are hereby repealed and this Resolution shall be in full force and effect forthwith upon its adoption.

It was noted that this is money coming from the bond and interest fund, not the operating fund. It is \$1,412,301, and will reduce the extension by \$1,482,916.

Ayes: Spatz, Breymaier, Broy, Liebl, Spurlock, and Datta, and O'Connor  
Nays: None  
Absent: None  
Motion passed.

### 5.3.3 ADOPTION OF LEVY

Spatz moved, seconded by Datta. that the Board of Education of Oak Park District 97 approve the attached Certificate of Levy and associated resolutions providing for adoption of the 2018 levy. The Board was reminded that member Spatz is working on a conceptual document that will be reviewed by the Board before moving forward. It was noted that the levy is based on the new growth of about \$14,000,000 and will generate about \$600,000 of taxes. From information received from the township assessor, the figure will probably be closer to \$7,700,000 which makes it closer to \$330,000 of new growth that the county will not allow the district to collect more than there is, so the number is more like \$2,600,000. The existing property is \$2,100,000. The new property and the existing property are taxed at the same tax rate and should generate about \$330,000.

Ayes: Spatz, Datta, Breymaier, Liebl, Spurlock, and Broy and O'Connor  
Nays: None  
Absent: None  
Motion passed.

### ADMINISTRATIVE ITEMS

ADMINISTRATIVE  
ITEMS

#### BUDGET AUTHORITY ADOPTION

Paul Starck-King explained that the Board takes action annually to start the budgeting process for the next year. He shared that the calendar for the Finance Oversight and Review Committee (FORC) has the projections being presented in January if the audit is completed in time. The conversations will begin in December. It was noted that a consolidate calendar for FAC and FORC will be presented in January that identifies the discussion dates. The Board was reminded that the abatement that they just approved, triggered the need to adopt an amended budget before June, and a timeline will be needed for that process as well. It was suggested that the amended budget action be taken soon than later.

#### DEPOSITORIES AND SIGNATORIES

Starck-King reported that this is a routine action that the Board takes annually approving the depositories and signatories for the accounts. Listed on the accounts are Paul Starck-King, Dr. Kelley and Marcy Shannon, the Fiscal Service Coordinator.

#### PROPERTY TAX RELIEF GRANT

Starck-King reported that the documents for the Property Tax Relief Grant have been prepared. He noted that the application is due before the next Board Meeting and asked the Board for feedback. He noted that it is questionable if the District will get any funds, and he explained that the district would have to give up revenue to receive funding from this grant. He shared that the district would only receive about 80 cents of state money for about every \$1.00 of local revenue.

Starck-King suggested that the 2.5 abatement, if they abate, would get \$2,000,000 of state funds. By taking advantage of this, the district would reduce the burden, but still have the cash flow. He explained that the Board would be swapping out local revenue for state revenue. This would be a permanent reduction in the local revenue, but also a permanent increase from the state. He explained that the state may start tracking this area of spending and may restrict spending in the future. He suggested tracking the spending in preparation for future restrictions.

It was suggested that the Board apply for the maximum amount, and cut property taxes. It was suggested that this would be a good way to compensate the residents for the \$2,500,000 tax increase last year.

## FOOD SERVICE AND STUDENT REGISTRATION FEES

Starck-King reported that administration is recommending that the food service and student registration fees remain the same.

Interest was expressed in hearing more about the technology fees, suggesting that they may not be necessary anymore. Michael Arensdorff shared that the fee was initiated in lieu of insurance on the devices. He shared that our fee is the lowest fee that any district is charging. He explained that the cost of repairs grows annually, and over the years, the cost is offset. He shared that the tech fee cost has never been increased, and is still used to cover the cost of repairs.

Starck-King offered to supply a more comprehensive fee study next year.

Board comments included a suggestion to consider increasing the fees equal to that of CPI, and have a sliding fee scale so increase of fees is mitigated for families where it is most useful. It was suggested that having user fees that increase moderately is more equitable than raising taxes. It was also suggested that the district consider offering a payment plan for the payment of the fees. It was suggested that the Wellness Committee be asked to review the new food requirements.

Interest was expressed in knowing about the amount of unpaid lunch fees at the end of the year. Starck-King reported that the number of unpaid lunch fees is not substantially higher than previous years. He shared that there are some collection tools that could be used to track this information better.

## DSEB – EXTEND PARAMETERS RESOLUTION

It was agreed that action needs to be taken on whether or not to sell DSEB bonds in February, prior to seating the new Board in April.

## DISPOSAL REQUEST

No discussion occurred on this topic. This item will return for action on January 15, 2019.

## RECOMMENDATION FOR SUMMER PROGRAMMING 2019

Emily Fenske, Tawanda Lawrence came to the table with Kindergarten Teacher Jessica Milburn. They explained that the goal of the summer program is to strengthen literacy instruction, middle school instruction and math differentiation, with four offerings;

- Summer Launch (K-4 and 5-8)
- 1-8 Newcomer English Learners Summer Program (approximately 16 students)
- 6-8 Middle School Summer Math Enrichment
- 4-8 Summer Music Camp

They share that according to John Hattie's Visible Learning Research indicates that summer school (overall) is an effect size of .23.

They noted the following goals for the programs;

- To recruit and hire highly skilled teachers and provide a social worker
  - Send applications to staff in January and secure positions by the end of February
- To strengthen the curriculum for the kindergarten program and to collect a variety of data throughout the program
- The administration will continue to develop mathematics units to ensure it meets the needs of the all students
  - Work with Lisa Westman, external consultant to re-design mathematics units and assessments
  - Strengthen the mathematics component of the program to meet the needs of all students (5-8 program)
- Summer Launch information with parents earlier in the year
  - Send invitation letters to families in January

## RECOMMENDATION FOR SUMMER PROGRAMMING 2019 (Continued)

- Continue Reading/Writing Workshop model for grades K-4
- Continue to develop the curriculum to include projects that are relatable to students (5-8 program)

Recommended changes to the 5-8 Summer Program include;

- Work with HEPH ED Steam to develop curriculum and assessments
- Conduct training for all staff in May
- Provide summer programming to English Learners through Title III grant
- Middle School Summer Math Enrichment:
  - Align summer Math review and Bump-up courses to mathematics Courses Framework
  - Pilot Bump-Up blended learning course for incoming sixth grade students

They noted that the program would require about five additional teachers.

Board questions and comments included concern that the children taking the bump-up math might actually qualifying to bump-up prior to taking the summer offering. Concern was also expressed about putting sixth graders into classroom with 7<sup>th</sup> graders. Interest was expressed in knowing where the bump-up program aligns with the district's vision. Concern was expressed over the lack of recess during the summer program and that the schedule may not be realistic.

Concern was expressed over the small size of the newcomers program, suggesting that the four to one ration seemed disproportionate. Interest was expressed in knowing how successful these students would be in the fall if they did not participate in a summer program.

Interest was expressed in knowing why the district is having difficulty getting students to attend the summer programs. It was suggested that some would like to see an extended day including lunch and snacks. It was suggested that the district reserve slots in the Oak Park Education Foundation and Park District programs for this purpose. A single sign-up sheet for both programs was recommended.

Concern was expressed over the trust factor. It was suggested that the invitations to attend the summer programs highlight success stories, and clearly identify the differences between this year's program and the one offered three years ago.

Interest was expressed in knowing what would stand in the district's way of doubling the capacity of the summer program, and knowing what the district is competing against in this area.

It was suggested that the summer programs be offered to all Tier III children, and that the new hires might be considered to teach summer school. It was also suggested that a group interaction might be considered to create interest in the programs.

It was suggested that the administration consider increasing the enrollment of the summer program and bring a recommendation back that identifies where the additional funding might come from. Interest was expressed in knowing what the district would do with the funds if the summer launch program was not offered.

### **BOARD ASSIGNMENTS**

STANDING BOARD COMMITTEE LIAISON REPORT FOLLOW UP (as needed – FAC, FORC, CCE, and CLAIM)

BOARD ASSIGNMENTS

### FINANCE OVERSIGHT AND REVIEW COMMITTEE (FORC)

The FORC committee is scheduled to meet again on December 18, 2018.

#### FACILITIES ADVISORY COMMITTEE (FAC)

The FAC committee reviewed bid packages and will update the Cap-X process by February. The committee welcomed two new people on board.

#### COMMITTEE FOR LEGISLATIVE ACTION, INTERVENTION, AND MONITORING (CLAIM)

It was reported that the CLAIM committee recently hosted a Claim Your Voice Event and it was successful.

#### COMMITTEE FOR COMMUNITY ENGAGEMENT (CCE)

The CCE committee met last week and welcomed three new members to the committee. One additional member has been identified and will join the committee in the future. During this meeting, the committee discussed the upcoming referendum update, and reviewed data from the FORC committee and shared feedback.

Committee feedback on the referendum update was supportive, but the committee questioned if a “town hall” format would be the best approach. They suggested a simple two page update that includes facts and ideas, and reaching out to groups that participated in the campaign. It was suggested that a Board representative attend the groups meetings to share the update. It was also suggested that the update could be included in an upcoming FYI. It was suggested that this information be share prior to the release of the tax bills.

The Board discussed the need to rotate Board members on this committee from time to time, noting that there are two Board members assigned to this committee, but the expertise of other Board member is sometimes required.

The committee will be discussing some communication issues.

Interest was expressed in hosting a town hall meeting at some point. A discussion took place on the topic, and it was suggested that perhaps the CCE committee could help the Board have a town hall presentation on engaging with the community and talk about possible obstacles.

#### INTERGOVERNMENTAL LIAISON REPORT FOLLOW UP (As needed – IGOV, COG, PTO COUNCIL, CEC, OPEF, COMMUNITY COUNCIL, TRI-BOARD ON EQUITY, POLICY AND SELF-EVALUATION)

#### PARENT TEACHER ORGANIZATION COMMITTEE (PTOC)

It was reported that the last PTOC meeting was cancelled due to weather.

#### OAK PARK EDUCATION FOUNDATION (OPEF)

It was reported that OPEF met after the state data was released, and expressed interest in understanding the data better.

#### COLLABORATION FOR EARLY CHILDHOOD

It was reported that the annual joint board meeting was held in late November.

#### COMMUNITY COUNCIL

It was reported that the Community Council met last Thursday night. It was suggested that the ALMA report be shared with this group.

#### TRI-BOARD ON EQUITY

This group is scheduled to meet on January 8, 2019. Each group will be talking about what they are doing with equity within their district. It was noted that the presentations will be given by Board members, and not administration; although the administration did offer guidance. Member Breymaier will share the draft presentation with the rest of the Board prior to the meeting. He asked that feedback be sent to him.

#### POLICY COMMITTEE

It was reported that the Equity Policy team will be meeting with administration on December 17, 2018. The group will make changes and share feedback with the Board. The Sexual Harassment group will be meeting next Tuesday to discuss next steps. It was reported that PRESS sent 140 pages of policy changes for review.

## SELF-EVALUATION

It was reported that Perry Hill from the IASB will facilitate the Board retreat on January 12, 2019. President Spurlock, Dr. Kelley and Hill had a brief conversation about the agenda and will talk again to finalize the process.

Topics for consideration included the equity work, the lack of follow through from one evaluation to another, and the transition process for the new Board members.

It was reported that three people have filed petitions to run for the Board.

## TRANSPORTATION

Members Spatz and Breymaier reported that they talked to several people and asked them to identify their priorities around transportation. They suggested that nothing be eliminated, but recommended a more substantive conversation to determine where the Board is on this topic. They noted that this conversation is related to regular education transportation only, which costs between \$500,000 and \$600,000 annually. Of that, only about six percent is paid for by the state. They explained that the service is used by about 500 middle school students and about 530 elementary school students, and the same busses are used for both sets of children. They identified four options for consideration for the fall of 2020 at the soonest.

### **Option 1**

Since the district is not obligated to provide transportation, this option is for no bussing.

#### *Obstacles*

Traffic congestions

### **Option 2**

This option recommends charging a fee for service to parents on a sliding scale, up to full cost. It was suggested that families interested in the sliding scale would have to provide income information. Interest was expressed in knowing how many children would be affected by this option.

### **Option 3**

This option recommended a multi-jurisdictional agreement with the Park District, and Township. It was suggested that the Summer School program might benefit from this option as busses could be offered during the summer as well. It was suggested that busses could even be scheduled to take children to the library.

### **Option 4**

This option recommended a comprehensive shuttle to be used as a community service. It was suggested that people in town without cars, or those with only one car in the family might find it helpful to have a bus available to shuttle them around town.

Board comments included concerns about creating traffic jams. Interest was expressed in knowing how the Board would answer question or provide comfort. Interest was expressed in a system that would not cause much loss. It was noted that Holmes and Lincoln communities would be the most affected as they have the biggest distances and the busiest streets. It was suggested that there might be people in town who would be interested in doing a study at no cost to the district. Interest was expressed in seeing comparisons to the current process.

It was noted that IGOV meets on Saturday, and it might be helpful to share this information with them and seek input.

CONCLUDING ITEMS

## **CONCLUDING ITEMS**

### **BOARD REMARKS**

Member Liebl is participating in Beyond Diversity training today and tomorrow. She shared that she feels that the district's children are lacking the opportunity to talk about race with adults in the classroom setting.

Member Datta expressed concern that the Instrumental Concert was a shockingly white population. However, it was noted that the recent CAST performance was extremely diverse.

Board Remarks (Continued)

Member Spatz heard Linda Darling-Hammond speak on equity.

Member Broy shared that CAST is doing a Festival of Theatre on the Battlefield. The production is Thursday through Sunday at Julian.

AGENDA MAINTENANCE

The draft agenda for the January 15, 2019 Board was reviewed and revisions were recommended.

**ADJOURNMENT**

There being no further business to conduct, President Spurlock declared the meeting adjourned at 11:15 p.m.

ADJOURNMENT

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Board President

\_\_\_\_\_  
Board Secretary