

The Board meeting of the Board of Education of the Oak Park and River Forest High School was held on Thursday evening, April 24, 2008, in the Board Room of the high school.

**Call to Order** Vice President Dr. Dietra D. Millard, called the meeting to order at 7:34 p.m. A roll call indicated that the following members were present: John C. Allen, IV, Valerie J. Fisher (arrived at 8:00 p.m.), Dr. Ralph H. Lee, Dr. Dietra D. Millard, Sharon Patchak-Layman, and John P. Rigas. Also present were: Dr. Attila J. Weninger, Superintendent; Jason Edgecombe, Assistant Superintendent for Human Resources; Amy Hill, Director of Research and Assessment; Jack Lanenga, Assistant Superintendent of Operations; Philip M. Prale, Assistant Superintendent for Curriculum and Instruction; Don Vogel, Interim Principal; James Paul Hunter, Faculty Senate Executive Committee Chair; Christian Fernandes, Student Council Representative; and Gail Kalmerton, Executive Assistant/Clerk of the Board.

**Agenda Changes** There were no changes to the agenda.

**Visitors** The Board of Education welcomed the following visitors: Kay Foran, Director of Community Relations and Communications; Cindy Milojevic, Assistant Principal for Student Activities; Peter Kahn, Elizabeth Kaufman, O.P.R.F.H.S. faculty members; Lisa Moss and Barbara Nelson of PTO; Kathy Haney and Cary McLean of Citizens' Council, Wyanetta Johnson, Burcy Hines, Meg Reynolds, of A.P.P.L.E., Becca Bloch, Erin McKune, Tim McCole, Adrian Mui, Jenny Hedlund, Caroline Holkeboer, Luke Mansour and family, Grant Nelson, Elizabeth, Kelly, Meghan, and Barb Hickey, Aaron and Dan Lesser, Mr. & Mrs. Dan Gash, Sandra and Adrian Mui, Mr. & Mrs. Alan, Mary Kay Cassidy, Maggie Karlin, Abigail Lyons, Faythe Missick, Linda Bachilder, Katie & Dave Hilbert, Katie English, Elizabeth Kaufman, Daniel and Mary Scherer-Emunds, Eric Duwe, Hannah Voight, Kris Konrad, Brian Duwe, Christine Santana, Angelo Alesia, R. Bizzle, Novana Venerabe, Annie Prossnitz, Saskia and Mathew Kiell, Detective Harris, F. Channel Collier, Brittany Wooten, Denise Boneau, P. Markey, Rocco Bulmer, Christiana Santana, students, parents, and community members; Bridgette Kennedy of the *Oak Leaves* and Terry Dean of the *Wednesday Journal*.

**Student Recognition** The Board of Education recognized the following students for their respective accomplishments:

Northern Illinois School Press Association awarded a Gold Certificate and 378 points out of 400 for general excellence to O.P.R.F.H.S.'s Trapeze Staff – Becca Bloch, Caroline Holkeboer, Aaron Lesser,

Jenny Hedlund, Kyle Kurtenbach, Grant Nelson, Bethany Salmon, Erinn McKune, Annie Prossnitz, Tim McCole, Luke Mansour, Dan Scherer-Emunds and Adrian Mui. The Board of Education also recognized their sponsor, Elizabeth Kaufman.

Accomplished Irish Step Dancers – Molly Gash, Saskia Kiell, Mary Kate Cassidy, Maggie Karlin, Meghan, Betsy, and Kelly Hickey, Katie English, Caitlin Naureckas and Lauren Callahan.

Semi-finalist of “Louder Than a Bomb,” the Chicago Teen Poetry Slam—Rocco Bulmer took first in MC Olympics and Christina Santana tied for first place in the coaches’ slam. Rocco performed.

Player of the Oboe and soloist for the NPR Radio Show “From the Top” – Zoe Hilbert

2008 Illinois State Achievement in Music Examination in Piano—Eric Duwe, Abigail Lyons, Garrison Lyons, Arram Mandel, Pierce McClanahan, Faythe Missick, Kimberly Monks, Jamey Monks, Lauren Sloniger, and Katie Wilkes.

**FOIA Requests** Dr. Millard reported that there was one FOIA request resolved.

**Visitor Comments** There were no visitor comments.

**Board Member Comments** Ms. Patchak-Layman commented that last week the Board of Education received a number of letters from the faculty expressing concern and interest on how things were going at the school in terms of decision-making and climate. She hoped that the Board of Education would take an opportunity to 1) reaffirm to the staff that it is committed to collaborative decision-making with the staff; 2) to note the important of having the staff understand the process as a way for teachers to provide the best education for students in the community; and 3) to assure the staff that there are processes in place so that they can devote their time to educating students at the school. She felt the Board of Education, as the governmental unit, needed to reinforce and to let the community know it is a good school, it is doing its best, it is moving forward, and to make a statement to the community and staff that it will fulfill its mission.

**Report from Student Council** Mr. Fernandes stated that Student Council elections would be held April 31 and May 1. Posters are displayed in the Student describing the candidates’ plans.

**Principal’s Report** Interim Principal Vogel gave the following report.

- 1) The April 20 *Chicago Tribune* featured O.P.R.F.H.S. Best Buddies students Jackie Finn and Rachel Foran in a *Metro* front-page article. He thanked Carolina Schoenbeck, Best Buddies' sponsor, for her support of this program.
- 2) Philip Sparks was the runner up in Poetry for the selection of his poem "Hardcourt Kings and Snowflake Queens" in the Poetry Society of America Student Poetry contest.
- 3) Christian Harris was congratulated on his work with the Chicago History Museum Teen Council and for his performance at the Catholic Chicago exhibit opening.
- 4) O.P.R.F.H.S., District 97, the Historical Society of Oak Park and River Forest, and the Oak Park Area Arts Council, wrote in support of the Oak Park Public Library application to the National Endowment for the Arts to host the traveling exhibit from the Baseball Hall of Fame titled 'Pride and Passion: The African American Baseball Experience.'"

Mr. Vogel also thanked the Oak Park Health Department, the Driver Ed Department, SADD, Margo Bristow and members of the Building Leadership Team who worked on the Teen Alcohol Summit and assembly for parents and students. It was a great first step to addressing the issue of substance abuse within these communities.

**Reports on FREE and MUREE**

Mr. Perna presented a historical perspective of the FREE and MUREE Program. "The FREE program (Females Reaching for Educational Excellence) was envisioned in 2001 by the former Assistant Superintendent for Pupil Support Services Donna Stevens. The program was developed by School Resource Officer Phyliss Howard and School Social Worker Vanessa Morrow, as a joint effort between the Oak Park Police Department and Oak Park & River Forest High School to help educate and support African-American females who were in continual peer conflict. Students were, and continue to be, recommended for the program by their deans, counselors or staff. Officer Howard continued to facilitate the program the following year, and further developed activities and curriculum for the program. The students met once a week after school to discuss their personal conflicts and concerns and receive mentoring and tangible life skills. In 2002, MUREE (Males United Reaching for Educational Excellence) was formed for males who were in continual peer conflict and was facilitated by the current SRO from the River Forest Police Department., Troy Fields. MUREE also met once a week and the program mirrored that of FREE. In 2003, when Officer Howard was promoted to Sergeant in the Oak Park Police Department, she left OPRFHS and was replaced as SRO by Officer Rasul Freelain. FREE

and MUREE, for the next three years, were combined and jointly facilitated by SRO Freelain, Deans Jim Wiggins and Amy Razzino, and Donna Stevens, and met during the student's lunch period. This approach, in many respects, was problematic.

“At the start of the 2005 school year, being cognizant of the deficits in the programs, who met with our current SRO, Eric Locke, Detective Shatanya Harris, who had worked with FREE as an assistant, and Sgt. Phyliss Howard to evaluate the direction the programs had taken, and solicit their ideas and suggestions for the future of the programs. The decision was made to have the groups meet on separate days once a week after school, returning to the format used by FREE when the program originated.

“FREE is currently facilitated by Oak Park Police Department Detective Shatanya Harris and Youth Investigator Shonella Stewart, and Special Education Aide Etta Coker-Martin. SRO Eric Locke and Safety and Support Team member Andre Moore facilitate MUREE. FREE meets in conference room 272C after school on Tuesdays and MUREE meets in 272C after school on Wednesdays. The groups have combined for specific activities.

“The objectives of the program are to educate students in the areas of anger management, conflict resolution (mediation), decision-making and problem solving, team and relationship building, time management, and college and career planning. The programs also provide very important adult mentoring and interaction for the participants.

“One anticipated outcome of the program is to improve peer interaction and student decision-making and problem solving and reduce the frequency and severity of behavioral referrals and negative peer interaction. Another anticipated outcome is to assist the students to improve their academic performance through grade monitoring and time management.

“The students meet once a week after school for approximately two hours. The frequent format for the meetings is group discussion. Guest speakers are invited to the meetings to give presentations when appropriate. This year guest speakers from Sarah's Inn, Parenthesis, Oak Park Health Dept., Jedi Apparel and Roots to Wings Barber Shop were invited to give presentations. Thus far this year FREE and MUREE have taken a combined fieldtrip to Circle Lanes Bowling in Forest Park. Currently the FREE program is scheduled to meet on Tuesdays from 3:30 to 5:00 p.m., but often meets until 6:00 or 6:30 p.m. It is also scheduled to meet on Thursdays from 3:30 to 5:00 p.m.

“The student grade and discipline information provided do not indicate an over-all improvement in either area. There is a slight reduction in major infractions (Class III and IV Infractions) among FREE students. Individually there are improvements with some students that may be a result of the program’s impact. Information provided for freshman students is to provide a baseline for future reference, and provide a statistical “snap shot” of the student’s academic and behavioral performance.

“Budget for both programs annually is \$7000. This covers the cost of materials, refreshments, travel, activities, and stipends for Andre Moore and Etta Coker-Martin.

“Mr. Perna recommended that both programs continue and an evaluation of the programs be conducted at the end of the school year. He further recommended that FREE be expanded to include an additional group to accommodate more students. This year, many students who were recommended for the program were not able to participate because of the necessary ceiling placed on the number of participants.”

Mr. Perna also recommended an evaluation of the programs be conducted this summer by the Assistant Principal for Student Health & Safety, the liaison for the Oak Park Police Department and the facilitators to discuss specific program goals and objectives for the upcoming year.

The statistics provided did not show a “statistical benefit” of the program. There is reason to believe that the positive adult interaction, directed and productive use of student time, adult mentoring and monitoring, among other things, had and will have a benefit on some aspect of the lives of the students.

Mr. Perna stated that the FREE group has designed its own T-shirts. The girls are proud to be in the group and of what they have accomplished. In terms of the impact on the program and the individual students, it varies. The report shows statistics in GPA and frequency in suspension. However, one cannot always measure growth through statistics. Some students have excelled and have made initial progress academically and behaviorally. It is important that they have someone to connect with, some place to call home. There are eighteen (18) students in the MUREE Program and ten (10) in the FREE Program. Some dropped out because of other commitments. If there were another full time facilitator, the number of students involved would double.

Dr. Millard, acknowledging this was an interim report, hoped to see 1) more tracking of attendance, 2) the reasons why students did not attend, 3) what are the students' reaction, 4) what has helped them, 5) what was not attended to by this program, and 6) what do they need help with? She asked for an assessment from the students. When asked about expansion of these groups, Mr. Perna stated that the FREE Program has said that it does not want the program to be too big because sensitive issues are discussed. Freshman students are not included in upperclassman discussions. It is better to keep the population to fewer than 14 members. While students may come from verbal referrals, for the most part it is voluntary. If they should miss a week or two, the facilitators will call to see where they have been.

Ms. Patchak-Layman hoped that the program would be evaluated before next year. She was interested in academic support that students might be given as none of the activities listed suggested helping students academically other than time management. How much does that have to do with not having enough internal staff? Mr. Perna stated that the police are here only part time; while Officer Locke is here every day, others are not.

Ms. Patchak-Layman asked if this were the main place for students needing help with anger management. Mr. Perna stated that there had been a peer mediation program at one time but not now; it may be put in place in the future. Ms. Patchak-Layman was concerned that only 28 students with anger management problems were being addressed she felt the school should look at other programs and for that to be part of the evaluation. Dr. Millard concurred.

Ms. Patchak-Layman suggested that when the goals were set for the superintendent relative to looking at programs, this program was mentioned in a survey of students. She felt that a checklist was needed to see if there were other groups dealing with anger management, how many students were involved, and whether FREE and MURREE were intensive enough. Were there other programs that were more intensive for conflict resolution, etc? She asked for a list of the other areas in which students were being served. Was there an overlap?

A member of FREE, Brittany Wooten, testified that she did not know what could make the program more effective. The program made her feel more in control, she was able to educate herself, stay out of trouble, control her anger, handle situations better, and discuss the future, including attending colleges.

## **Superintendent's Report**

Dr. Weninger introduced Nathaniel Rouse, as the recommended principal of O.P.R.F.H.S. beginning July 1, 2008, and his wife Effie.

Dr. Weninger reviewed the selection process that was started in the fall when thirty (30) candidates applied for the position.

Mr. Rouse's resume included:

- Being a member of the National Guard and sandbagging the Mississippi River in the early 1990's.
- Having Board members, community members, faculty and staff with whom he worked with consider him to be smart, savvy and compassionate, a strong work ethic, visible in the classrooms, a kid magnet, as well as being a well-rounded individual.
- Beginning the Equity in Excellence Group at the Highland Park High School among African American and Latino students.

Mr. Rouse stated that it was an honor and privilege to be at O.P.R.F.H.S. and it was heart-felt to know what the staff at Highland Park High School said about him; he appreciated their comments. His goal is to move forward, to make a great school greater, to make sure all students are successful, to be of service to students who are struggling, and to do that in the right way. He thanked the Board of Education for the opportunity and he looked forward to getting started.

As part of the continuing effort to bring parent groups to the table, Dr. Weninger introduced Kathy Haney and Cary McLean to give a report on Citizens' Council.

#### Citizens' Council Report to the Board of Education

"The mission of Citizens' Council is to encourage community and parent awareness of the school's programs, procedures, problems, and plans and to seek suggestions from community representatives. The Council serves in an advisory capacity to the Board of Education.

Throughout the 2007-2008 academic year, Citizens' Council had eight meetings beginning with its first monthly meeting in September 2007 and ending with its last official meeting in April 2008. We met formally every month with exception May of 2008. Kathy Haney and Cary McLean served as the Council co-chairpersons with the following people acted in the role of secretary for taking minutes: Cathy Ruggeri, Patty Jacobs and Barbara Duffy. John C. Allen, District 200 Board of Education member, served as Board Liaison to Citizens' Council and attended two meetings. Dr. Attila Weninger, Oak Park and River Forest High School Superintendent was in attendance at each Citizens' Council meeting and facilitated the presence and participation of faculty and administrators to address

topics that were predetermined in the meeting agendas. We were served as a whole by the helpful and knowledgeable administrative liaison to the Council, Ms. Winnie Bowman. Her assistance in ensuring the distribution of meeting agendas, prior meeting minutes and materials relevant to the topics at hand was sincerely appreciated.

“The Council was further complemented with the participation of the following liaisons: Rance Clouser represented District 97 and Jan Pyrce represented District 90. In addition, Burcy Hines represented APPLE; Barbara Nelson and Valerie Morrow represented PTO (shared role) and Linda Burns and Dan Kleinfeldt represented Faculty Senate.

“Citizen Council Co-Chairpersons, Cary McLean and Kathy Haney, had the privilege of participating on the OPRFHS SIP (School Improvement Plan) Committee. This Co-Chairperson had the interesting opportunity to participate in the very professional search and interview process for the new principal.

“The dates, topics and presenters for each 2007-2008 Citizens’ Council meeting are listed below:

|                                  |  |
|----------------------------------|--|
| September 20, 2007               | Brainstormed Agenda Topics for Future Meetings; 5 small group discussions came to a consensus on future topics       |
| October 11, 2007<br>Presenter:   | Raising Student Achievement<br>Attila Weninger, Ph.D., Superintendent  |
| November 8, 2007<br>Presenter:   | Student Climate Survey Results<br>Amy Hill, Director of Assessment & Research  |
| December 13, 2007<br>Presenter:  | Special Meeting: Raising Student Achievement<br>Attila Weninger, Ph.D., Superintendent                               |
| January 10, 2008<br>Presenter:   | Post Prom/ End of the Year Student Activities<br>Cindy Milojevic, Assistant Principal for Student Activities         |
| February 14, 2008<br>Presenters: | Student Discipline System<br>Janel Bishop, Dean of Discipline<br>Don Vogel, Interim Principal                        |
| March 13, 2008<br>Presenters:    | Counseling-Counseling Services<br>Rich Deptuch, Assistant Principal for Student Services<br>Fred Galluzzo, Counselor |

Catherine Marshall, Counselor  
Brandi Ambrose, Counselor  
Deborah Bluminberg, Counselor

April 10, 2008  
Faculty

Grades/Grading and Student Evaluation of

Presenter:

Phil Prale, Assistant Superintendent for  
Curriculum and Instruction

“Meeting agendas, meeting minutes and supportive materials sent/distributed as enclosures are on file with Ms. Winnie Bowman.

“A Citizens’ Council website will be ready for the fall of 2008 including our meeting dates, agendas and approved minutes in compliance with the Open Meeting Act.:

“In accord with the Citizens’ Council By-Laws, Kathy Haney will step down as co-chairperson having served her second year as co-chairperson and will finish the second year of her second consecutive two-year term as a member of the Council. Cary McLean now enters her second year as co-chairperson along with newly elected officers: co-chair, Iris Zaldevar (two-year term) and secretary, Patty Jacobs (one-year term).

“Citizens’ Council has forty-five (45) members from the Oak Park and River Forest communities and they are appointed by the Board of Education. Generally, 44 percent of the membership attended the meetings.

Ms. Haney thanked Dr. Weninger for his leadership, patience, and dedication.

Ms. Patchak-Layman asked Ms. Haney to expand upon an interest expressed by the membership to have more involvement with the Board of Education. Ms. Haney responded that Citizens’ Council members hoped they could have more interaction with the Board of Education and clarity as to how Citizens’ Council works and what the Board of Education thinks it does, so that Citizens’ Council can truly work as being providers of information. She, herself, would have enjoyed working with the Board of Education more directly and being as an advertisement for it. A suggestion was that perhaps parents could sit at the Board of Education table and brainstorm with the Board of Education. There was interest in having a rotating board liaison as well.

Ms. Patchak-Layman asked how members were solicited. Ms. Haney replied that the officers were now asking current members if they want

to remain for another term. Citizens' Council representatives were present at the parents' night, several parents had expressed interest and several signed up to be members. Citizens' Council hopes to present the list of members to the Board of Education at its May meeting. Ms. Patchak-Layman asked if there were any members from outside the school community. Ms. McLean stated that the membership was mostly composed of parents but that while she wanted business owners to be involved, she has not reached out to them yet. Presently, they were acting on the names that had been given to them.

The Board of Education thanked them for the report and all that they do.

### Post Prom Activities Presentation

Ms. Milojevic and Ms. Moss presented the following information:

“For many years, parents in the community have asked about the possibility of offering a Post Prom event that would allow our students to continue their Prom celebrations in a safe and supervised, as well as fun, setting. Such an offering could only be possible with the support and commitment of a group of parents willing to partner with OPRF to plan such an event. Last year, such a group came forward, with enthusiasm and the willingness to do what it took to make a Post Prom event a reality this spring.

“The rationale for Post Prom is threefold:

- 1) To provide a safe place for students to gather and celebrate after Prom;
- 2) To provide something that is affordable for ALL students;
- 3) To provide an offering that is FUN and appealing to students.”

A Post Prom Fact sheet explained the cost, location, and particulars about the school's inaugural Post Prom.

The report continued, “The Post Prom Committee has sent two letters to each Junior and Senior household explaining Post Prom and encouraging parents to recommend the event to their students. Additionally, the committee has actively engaged in soliciting funds from local business, OPRF families, and OPRF parent groups (i.e.: Boosters made a \$1,000 donation) to help underwrite the event and keep student costs affordable. The committee has garnered a list of attractive prizes that will be given away to participants at the Post Prom. Finally, the Post Prom committee has collaborated in the planning of the Teen Alcohol Summit and used this vehicle to promote the event to students and their families.”

They recommended the following:

- Continued promotion of the event to students;
- Track Prom/Post Prom tickets sales to see number of sales – (goal 250 students out of 800 Prom participants.)
- Organize the event to assure success, thereby fostering positive “talk” among the students for next year.

Ms. Moss expressed the wish for this to be an event for the long-term. O.P.R.F.H.S. is the only high school in the area that does not have a post prom activity. After surveying costs and facilities, ESPN downtown was chosen because it is a Disney corporate facility and it has a variety of interests for students. Bus service will bring students home at 4:00 a.m. Through fundraisers, the price has been reduced to \$15 per ticket, including the bus. While students who are eligible for the Free and Reduced Lunch Program do not receive waivers on the fee, counselors have identified students who could not afford Prom or Post Prom and those situations are being resolved.

Other facts provided were as follows:

- Typically, eight-hundred (800) students, the majority of who are seniors, attend Prom and most of them are couples, but not all.
- The first year the hope is to have two-hundred (200) attend Post Prom.
- Students are allowed to bring guests to Prom by filling out a special permission form and receiving dean approval.
- One must attend Prom to attend Post Prom.

Dr. Weninger stated that many schools have started this type of activity and while it is initially hard to entice students to do this, the second and third years have greater participation.

Board of Education members expressed their appreciation for the report.

#### Update on Goals

Dr. Weninger provided the following update on the District’s goals.

“Upon adoption of the District Goals in August, I indicated that I would provide a quarterly update on progress made towards achieving those goals. To that end, below please find a brief summary of our progress to date.

1. “Improve academic achievement for all students with an emphasis on minority and special education students. Developed a plan for

student achievement in October, and received Board approval to move forward with a limited set of programs/initiatives in winter. We are in the midst of the following:

- a. “developing a program for incoming freshmen in core academic areas at the basic and regular levels vis-à-vis integrated course and teacher teams, and targeting students who scored 14 or below on the EXPLORE test; other areas that are being discussed as a part of this include the following: professional development in the area of instructional approaches, a freshman advisory, extended time, and parental outreach utilizing a liaison or ombudsman position/role.
  - b. strengthening the Pupil Support Services (PSS) Team Model with two additional social work positions; and
  - c. expanding and redesigning the Transfer Student Program (see below);
2. “Improve school climate among students and staff by
- a. improving the transition of incoming freshmen from elementary/middle school to high school: We have restructured the enrollment, registration, and residency process with the goal of having all information and forms in and entered by end of school year. As a result, enrollment forms are arriving daily with a due date of April 30. We are in the midst of developing the initial day of school for freshman, on which parents will also have the Freshman Parent Meeting in the evening. Finally, we are developing a Freshman Mentoring Program, which would begin on that first day and continue throughout the year utilizing 150 upperclassmen who would have 3-5 freshmen as their protégés.
  - b. improving the transition of incoming transfer students from non-community based elementary, middle, and high schools: part of the responsibility of the Assistant Principal for Student Activities this summer will be to redesign this program and implement it in the fall 2008. In addition to the half-day kick-off at the start of the year and a second semester kick-off for mid-year transfers, regularly scheduled activities will be developed and implemented. In addition, students’ incoming profiles will be reviewed to identify areas of greatest need and interest, as well as developing a peer-mentoring program.
  - c. increase the participation of students in co-curricular programs (activity, athletic, intramural): we have established a data baseline for students in our 75 clubs/organizations, as well as students involved in arts, theatre, music program, etc., this year. Students’

participation captured in this data are those who attended at least 50% of the meetings, events, etc. This data will be used in conjunction with data already available from our Athletic program to identify and target students not participating in high school activities.

- d. assess the effectiveness of school initiatives (academic and co-curricular), make recommendations for change, and implement changes: This process has begun and continues.
- e. develop a comprehensive professional development program for staff: One element of such a program has begun in earnest, i.e., an administrator workshop in June re: race and student achievement, which parallels recent work by the Board. In addition, we have been discussing a different professional development schedule for certified staff, as well as developing a formal program on race and student achievement utilizing work begun by a faculty member and a train the trainer model.
- f. increase student and parent efficacy within the school: This has not yet formally begun but will be a part of the Communications Advisory Committee, which is part of the focused programs to begin in the fall.
- g. expand recruitment and employment efforts, and increase the number of minority administrators and faculty. A recruitment handbook has been developed and implemented, in part. We have attended more job fairs this year than in the past, involved additional faculty, and attended a job fair in Nashville, TN in which a number of Historically Black Colleges participated. A more complete report of hires and this process will be made in June.
- h. develop and implement a new organizational structure. Completed.

“RECOMMENDATION      None at this time.”

Dr. Weninger added that the administration had recommended ten positions to the Board of Education thus far and four were minority candidates. There are five or six more positions to fill and he hoped to continue that trend.

Dr. Millard thought instituting a peer-mentoring program as students enter the high school was a great idea.

**District Liaison & Community Reports** Alumni Association—Ms. Fisher reported that the Alumni Association achieved a fundraiser, which is very hard to get. On Thursday, May 15, proceeds from Whole Foods will go to Alumni Association and those dollars will be used to fund scholarships.

A.P.P.L.E.—Dr. Lee reported that it was an informational session in nature and centered around membership and fundraising.

Citizens' Council—John Allen thanked co-chairs of Citizens' Council for their leadership. At the last meeting, there was a discussion about grades and grading scales and what affect they have on students going to college and what is perceived to be a fair grading system, i.e., reporting the number grade versus a letter grade, e.g., “92” versus a “B.” Many agreed with the concept of reporting a number grade as having a letter grade is not always as fair as it should be. Mr. Prale gave a great presentation as to how those scales were developed and it was pointed out that in the early 1990's, O.P.R.F.H.S. did report number grades.

Huskie Boosters—Dr. Millard reported that the Boosters' Dinner/Auction had a record number of tickets sold—554.

Faculty Senate—Mr. Hunter made the following statement.

“Recently the faculty took the time to communicate to you about a situation that deeply impacted the certified staff of this high school. I appreciate your willingness to understand the nature of the communication and to respect my desire to talk to each of you about the situation that the faculty is addressing. I have enjoyed the conversations I have had with some of you on this topic and I want those of you to which I have not spoken to know that my plan is to contact you during the coming days.

“Today's announcement on the hiring of Nate Rouse brings to a close a campaign initiated by the faculty to separate the positions of Superintendent and Principal. I want to take this opportunity to thank the Board for addressing our concerns and for working with us on the implementing this important change. Before talking about some goals for the future, I first want to pay tribute to a man many of the faculty had hoped would be made the principal of the high school, Mr. Don Vogel. Don has done a wonderful job of communicating with the faculty and has sought to work with the faculty, employing a transparent and effective leadership style. While the faculty is disappointed that Don was not the choice of the district leadership team, Don should know that the thoughtful leadership he has provided is much appreciated by the faculty. We wish Don the best as he addresses the next stage of his very successful career here at Oak Park and River Forest. Don truly is the embodiment of the school motto, because he really does represent ‘Those Things That Are Best.’

“I also want to welcome Nate Rouse and his wife, Effie to the Board meeting and let me warn you... Board meetings at the high school are unique events, not only in content, but also because of the amount of

time we spend in the Board Room. Nate, you should know that the faculty is excited to work with you and I hope you are up to the challenge of working with every element of our school community.

“One issue that I wish to address this evening is the desire of the faculty for the administration to appoint one individual to be the point person on Achievement. The faculty is activated to work on academic initiatives and we desire a point person that is willing to answer questions and provide guidance as we jointly move forward in our goal of attacking achievement issues and providing our students with the opportunities to succeed in the challenging and constantly changing world post high school.

“I have one last comment and that is for the press. I am disgusted by the poor taste exhibited by Bridget Kennedy of the *Oak Leaves*. Teachers are not public officials. I wish the *Oak Leaves* would invest its energy in covering positive things occurring in the district, not prying into personnel issues or belittling the hard work of a dedicated faculty. I wish both local papers would be more thoughtful when covering the high school and spend more time discussing the positive aspects of the school community and quit giving license to groups that don’t represent anything more than a disgruntled, unhappy group of complainers.”

#### **External Reports**

S.E.A.—Mr. Allen reported that he attended the SEA meeting where the discussion focused on transitioning from the middle schools to the high school. The SEA representatives looked forward to continuing positive work.

Collaboration on Early Childhood Care and Education (CECCE)—The collaboration, as a result of the seed money that O.P.R.F.H.S. helped provide for the Collaboration to get the planning grant, has now 1) issued a contract to a team of people to start the planning process, and 2) has appointed a steering committee to oversee that effort.

#### **Consent Items**

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

- Open Minutes of March 15, 20, April 1 and 15, 2008 and Closed Session Minutes of March 20, April 1 and 15, 2008;
- Personnel Recommendations (attached to and made a part of the minutes of this meeting);
- The Resolution Ratifying and Confirming Execution of certain vouchers and payment of certain bills and expenses, fund transfers and list of bills for April 2008 (attached to and made part of the minutes of this meeting);

- The Resolution Authorizing Execution of Certain Vouchers for the Month of May (attached to and made a part of the minutes of this meeting);
- The Check Disbursements dated April 24, 2008, (attached to and made a part of the minutes of this meeting);
- The Monthly Financial Reports;
- The Monthly Treasurer’s Report;
- Renewal of IHSA Annual Membership;
- Consulting Agreements with the Collaboration for Early Childhood Care and Education;
- Food Service RFP’s for Beverages to Coca Cola, Bread to Alpha Baking and Sara Lee as presented and the Milk RFP will be rolled over for the SY 2008-09 school year (attached to and made a part of the minutes of this meeting);
- Acceptance of Food Service Lunch Prices;
- Approval of PE Uniforms, and
- Textbooks *Practical Mathematics: Consumer Application* and *Pre-Apprentice Training: A Test Preparation Manual for the Skilled Trades*: for the Special Education Department; *Integrated Chinese*, for the World Languages Division; and *Biology: Glencoe Science* for the Science Division.

seconded by Mr. Rigas. Discussion ensued.

Ms. Patchak-Layman asked that at the end of discussion on page 34 of the March 20 minutes that the following sentence be added for clarification: “The Resolution did not move forward for lack of a motion.”

Mr. Allen asked that the minutes of the March 15 Special Board Meeting, page 4, paragraph 3, read “one of four out of 160.”

A roll call vote resulted in all ayes. Motion carried.

Dr. Lee reported that the following existing policies had been discussed thoroughly twice by the Policy Committees.

**Amendment of Policy 104**

Mr. Rigas moved to amend Policy 104, Philosophy of Grading, as presented; seconded by Mr. Allen. A roll call vote resulted in five ayes and one nay. Motion carried. Ms. Patchak-Layman voted nay.

Discussion ensued. Ms. Patchak-Layman asked that the policy be tabled for further review given the conversation at the last Citizens’ Council meeting. Based on the comments being received, the policy, as it stands, does not serve the community. Mr. Rigas wanted to approve

the amendments as suggested, that discussion could be a long process. Dr. Millard felt the policy was tailored to allow more flexibility with the alterations being suggested. She and Dr. Lee agreed with Mr. Rigas to approve it as presented and have the discussion at another time. Ms. Patchak-Layman asked if there were administrative rules that went along with the policy. While no administrative rules have been formally established, there are requirements that accompany grading policies for every faculty member and enforced by the Division Heads. They must 1) publish the policy, 2) have consistent grading scales across the courses, and 3) overviews must be given to the Division Heads to monitor. The Division Heads then present all of these rules to the administration.

**Amendment of Policy 1120**

Dr. Lee moved to amend Policy 1120, Access to District Public Records, as presented; seconded by Mr. Rigas. A roll call vote resulted in all ayes. Motion carried.

The policy has been amended for minor editorial changes.

**Amendment of Policy 1125**

Dr. Lee moved to amend Policy 1125, School Auxiliary Organizations, as presented; seconded by Mr. Allen. A roll call vote resulted in all ayes. Motion carried.

This policy now names the auxiliary organizations covered under Policy 1125, rather than in Policy 1130, Use of Mailboxes and Mailing Privileges.

When asked how an organization would make application to be a recognized school auxiliary organization, the response was that a recommendation could be made to the principal, then superintendent, and ultimately to the Board of Education.

**Amendment of Policy 1130**

Dr. Lee moved to amend Policy 1130, Use of Mailboxes and Mailing Privileges; seconded by Ms. Fisher. A roll call vote resulted in all ayes. Motion carried.

The names of the auxiliary organizations were removed and added to Policy 1125.

**Acceptance of Donations & Gifts**

Dr. Lee moved to accept with gratitude the Donations and Gifts, 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

**Audit Authorization Letter of**

Dr. Millard moved to accept the proposal of the Audit Authorization Letter of Engagement to perform the Audit for FY 2008 from Virchow, Krause & Company, LLP; seconded by Dr. Lee. A roll call

## **Engagement**

vote resulted in five ayes and one abstention. Mr. Allen abstained because of a professional conflict of interest. Motion carried.

Discussion ensued about the purpose of this type of audit. This audit is not designed to uncover or discover fraud. Referring to District 97's recent realization of fraud, Ms. Witham stated that O.P.R.F.H.S.'s internal controls includes having a purchasing coordinator who works with vendors, uses a bid process, etc. A position of this sort helps to prevent fraud. Mr. Rigas stated that the key element is to engage two people internally in the review process. If the same person authorizes payment and the work, there is no control. Only after District 97 discovered that its expenses were increasing did it investigate.

Ms. Patchak-Layman noted that on the first page of the engagement letter it states "...may withdraw or decline to issue a report." She asked if that were a standard phrase. If the firm declined to give a report, would it get paid? Ms. Witham responded that Vichrow Krause has had problems getting its work done on time and this statement makes the standards clear. If the school district is not prepared and Vichrow Krause cannot complete the audit, that would be the consequence. Ms. Patchak-Layman asked if there was conversation with the school district about this and how would the payment work with this. Ms. Witham replied that Vichrow Krause would send a bill for the work already completed. Ms. Patchak-Layman asked if the company would speak with the Board of Education about the audit report and answer questions. Ms. Witham responded affirmatively. Mr. Rigas added that the firm comes every year. At the time of discussion, the 2006 audit would have been futile because the District was one and one-half years behind because of Township Treasurer's Office. He noted that this was an industry standard. Ms. Patchak-Layman suggested going out for a Request for Proposal for 2009. Ms. Patchak-Layman commented that every five years because things change within different industries, laws, to see if the marketplace has changed, what new products are available and customer service offers. It brings new eyes to the situation. Ms. Witham concurred that it may be time to do process.

## **Social Work Contractual Services**

Dr. Lee moved to approve the employment of two additional, contractual social workers for the 2008-09 school year; seconded by Mr. Rigas. A roll call vote resulted in all ayes. Motion carried.

Ms. Patchak-Layman asked at what point would the District consider making social workers a part of the faculty. Dr. Weninger responded that the answer was when it became cost effective to do so and Mr. Allen concurred. The District has to find ways to pay for positions that do not impact the

community's finances. Ms. Patchak-Layman had suggested that the position of dean include a social worker component, as the role of dean is moving toward a more interventionist role.

Dr. Lee felt it would be appropriate for the Board of Education to discuss this further in Finance if actual property values continue to decrease. Soon the tax revenues will follow the assessed evaluations and the District's promise not to raise taxes for eighteen (18) years will have to be re-considered, as that projection was based on property values remaining status quo.

**Approval of  
Youth  
Interventionist  
Agreement**

Ms. Fisher moved to approve the two-year Intergovernmental Agreement with the Oak Park Township Youth Services (OPTYS) for FY 2009 in the amount of \$27,391.43 and for FY 2010 in the amount of \$28,993.85 (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.

Mr. Perna is the contact person at the high school for this program and he participates in the BOB meetings every two weeks where the OPTYS reports to all of the school districts.

Mr. Vogel will provide the most recent data as the report submitted in the packet ended in 2006.

**ISBE Certificate  
Financial  
Recognition for  
2008**

Ms. Witham reported that ISBE had awarded District 200 a Certificate of Financial recognition, which denotes the highest category achievement based upon the 2007 fiscal year financial statements and the 2008 School District Financial Profile. The Board of Education applauded Ms. Witham's work.

**Disposal of  
Personal Property—  
Former Township  
School Treasurer's  
Office**

Mr. Allen moved to approve the Resolution Authorizing Disposal of Personal Property—Former Township School Treasurer's Office; seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

**Appointment of  
Principal**

Mr. Rigas moved to approve the appointment of Nathaniel L. Rouse as Principal of O.P.R.F.H.S. with an annual salary of \$140,000; seconded by Mr. Allen. A roll call vote resulted in all ayes. Motion carried.

**Resolution  
Authorizing  
Reduction in  
Educational  
Support Staff**

Dr. Lee moved to approve the Resolution Authorizing the Reduction in Educational Support Staff; seconded by Mr. Rigas. A roll call vote resulted in five Ayes and one Nay. Motion carried. Ms. Patchak-Layman voted Nay.

Mr. Edgecombe stated that most of these positions were in the daycare center and one was a one-year position in technology. Ms. Patchak-Layman asked if the District were under an obligation to do this release by a certain date. Mr. Edgecombe responded that the District must give 30-days notice of release. She was concerned about these employees being released before a contract was in place. Mr. Edgecombe stated that if the Board of Education should not enter in the agreement, then it would just reverse this action. Taking this action prevents the District from having to go into a debate relative to the 30-day rule.

**Update on Plans To Improve Student Achievement Update on Fall 2008-09** Mr. Prale again provided Board of Education members with the information he presented at the Instruction Committee meeting on April 17, 2008 (attached to and made a part of the minutes of this meeting). Discussion ensued.

Q: Is there a student break down in terms of gender or race of incoming freshmen.

A: Not yet, but that information will be provided by the May 15 Instruction Committee meeting.

Q: Where does special education fit in to freshman program?

A: While there is nothing explicit, but two initiatives were encouraged by special education, e.g., the original hiring and the continuance of a behavior interventionist who will report in June to the Board of Education, and the reading lab, reported on in April, and the two software packages.

**Update On PSAE TESTING** Ms. Hill reported that over 700 juniors were tested. The faculty stepped up as proctors and she was pleased with the response of the faculty. The students took the testing seriously, creating a positive environment. While the juniors were being tested, the sophomores took the same tests the juniors were taking and the freshmen took the practice PLAN tests. The sophomores got their day-one scores back today. Freshman scores will be available soon.

**Sabbatical Leave** Dr. Lee moved to approve the Sabbatical Leave request of Lucy Riner for the 2008-2009 school year; seconded by Mr. Allen. A roll call vote resulted in all ayes. Motion carried.

**Spoken Word Poetry Grant** Mr. Rigas moved to approve the receipt of the ISBE grant in support of the Spoken Word Poetry Grant (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.

Mr. Prale reported that in February 2008, the Illinois State Board of Education informed Steve Gevinson that the Spoken Word Poetry

Program was awarded \$40,000 in grant funds. A proposal for applying the funds to specific program activities was submitted to the ISBE and documentation provided to the school notes that approval of the District governing body is required for the processing of the grant funds.

The ISBE was made aware of the Spoken Word Poetry Program by Senator Harmon. The grant covers expenses from the date of the filing to the end of this school year. Mr. Prale worked with Donna Sebestyen, Doug Wiley, and Cheryl Witham on a budget to fulfill the grant amount. Section 3 talks about the different positions and the reasons for these numbers. This agreement includes an Agreement of Protocol that asked that part of the grant funds be earmarked for an audit of the grant expenditures. Mr. Wiley contacted the auditor about these costs and they appear in the grant; the grant will pay for the salary of an engaged employee between the time the grant is filed until the end of the fiscal year. The purpose of this grant is only to sustain the existing program.

**2008-09  
School Year  
Calendar  
Approval**

Mr. Allen moved to approve the 2008-09 school year calendar as presented (attached to and made a part of the minutes of this meeting); seconded by Ms. Fisher. A roll call vote resulted in all ayes. Motion carried.

**2009-2010  
School Year  
Calendar**

The Board of Education reviewed the calendar for the 2009-2010 calendar (attached to and made a part of the minutes of this meeting). Dr. Weninger reported that the intention is to bring the calendars forward earlier in the year so that it can be approved and ready to be put in the *Academic Catalog*.

**RFQ for  
Legal Services**

Per requests received from Ms. Patchak-Layman and Mr. Allen, the Board of Education began a discussion as to whether the District should go out for an RFQ for legal services, just as it does for other professional services, e.g. auditors, insurance brokers, etc.

Ms. Patchak-Layman did not believe that the District had engaged in that kind of activity or looked at those contracts recently. The Board of Education has a fiduciary responsibility to get a sense of what law firms are offering as far as customer service to the school districts. Dr. Millard asked if the present law firms had provided information that was less than complete, incomplete, not helpful, etc.

Mr. Edgecombe responded to the human resources side of the discussion. The proposal concerned him because one of the things he realizes in working with counsel is the importance of having relationships that are long standing and based on trust. His relationship with the lawyers at Franczek Sullivan is based on an understanding; he does not expect them to tell him what he wants to hear but to give good

legal advice. He wants to hear what is in the District's best interest and they have operated in that fashion with him. To Mr. Edgecombe, the decision should be based on the reputation desired. Franczek Sullivan takes a conservative approach to legal issues; it attempts to avoid litigation wherever possible. That is a more comfortable approach for Mr. Edgecombe rather than having a company who wants to litigate as much as possible. Franczek Sullivan has attempted to be conciliatory in its behavior. Mr. Edgecombe has had no problem in getting phone calls returned when there is an emergency nature, etc. He has been very pleased with their service.

Ms. Witham spoke from the business side of the discussion. The Business Office uses more than one law firm and the decision to use one law firm over another is based on experience, e.g., Paul Keller for intergovernmental agreements, Ares Dalianis for property and PTAB matters, Paul Millichap for legislative-type issues, etc.

Mr. Rigas stated that the area where he disagreed with a rotation of law firms is in the area of contracts because of historical perspective, critical to negotiating contracts. Without continuity, there could be significant problems on both sides. It would also cost significantly more money to hire a new firm, as it would have to research the minutes, etc., to get a perspective. It is also prudent to use law firms with different expertise, as Franczek Sullivan has.

Mr. Allen noted that he would strongly resist interfering with Ancel Glink, especially with the Cicero Township Treasurer issue still at hand. He made his position clear on the more recent works of Franczek. One element is negotiating employment contracts, but the discussion about Board Resolutions and the ability to go into open session did not impress him. The case law provided was worthless. Franczek did not give a board member what was necessary to know as to how a school board should comply with diversity laws or handle the civil rights laws for the past forty (40) years. He stood by his earlier statement that what was given was "crap." Part of his job as an attorney is not only to find pitfalls but also to get around those pitfalls. Franczek is good at stating the pitfalls, but not good at getting around them. The past year has not been good for them. Many lawyers in the state and in the city are good lawyers. He knows many good property lawyers. He understands Mr. Rigas' point of view and is respectful. It is his opinion that Franczek is creating more chaos rather than calming things down. He was concerned that some of the opinions received from the lawyers were not well thought out; they were not designed to give information.

Mr. Edgecombe stated that he has learned through the years in dealing with lawyers that it is important that one ask the right questions. He

had no problem with Mr. Allen talking with Mr. Zuehl, lead counsel for the District, about his concern and desire for a more rigorous position as to what is believed to be the values of the District and the communities. That is a valid conversation. Mr. Allen concurred and noted that as a lawyer, he knew the importance of asking the right questions.

Ms. Witham added that Mr. Dalianis has done much work for the District in the area of PTAB and in Springfield, which is beneficial to the school districts. Mr. Dalianis is considered a premier attorney in the state regarding property and PTAB. Dr. Weninger added that his experience within three other school districts is that Mr. Dalianis is the best.

Ms. Patchak-Layman asked if the District had letters of agreement with the law firms currently being used. The response was no. Dr. Millard stated that the District works under an unwritten, verbal agreement, similar to going to one's dentist. There is nothing in writing that states the District must contract with a law firm for \$50,000 per year, for an hourly fee, or for a particular way of billing. Mr. Edgecombe stated that Franczek Sullivan operates on a quarter-hour basis. On the Human Resource issues, he may request to use an associate, junior partner or a full partner depending on the gravity of what needs to be done.

Ms. Wyanetta Johnson stated that the law firm that has handled special education has been disrespectful and the school is paying \$300 per hour. He was released from District 97. She felt the District should look to someone else. Ms. Burcy Hines concurred with Ms. Johnson's description of that attorney because he has acted as a case manager, uses scare tactics and she is appalled at how he treats special education parents and the law. She continued that she has worked with many law firms and she is unhappy with this particular relationship as a taxpayer.

Again, Mr. Edgecombe suggested talking with Mr. Zuehl about the concerns expressed and suggested that Mr. Conway be involved in the conversation. Ms. Patchak-Layman stated that the District is so particular with everything else it does in terms of contracts in place, it seemed that there should be documents for legal services to know what is being contracted for, the parameters, etc. Are there services the District can receive from a law firm in terms of professional development for staff and the Board of Education? All firms try to get more clients; that is the name of the game. The Board of Education should review what is out there regularly.

Mr. Edgecombe will speak with Mr. Zuehl about whether there is a contract, register the specifics of the statements of specific individuals

and globally. Dr. Millard felt conflicted because it was like shopping for a doctor. If one is not happy, then one looks for another doctor. However, if one is relatively satisfied, then that needs to be discussed. What does the Board of Education want to improve upon, e.g., Mr. Allen's comment? Mr. Rigas commented on Ms. Patchak-Layman's description of different products and services being offered and stated law firms are not unique. They are almost identical in what they provide. Billing rates are comparable. This is a discussion about people. Law firms all have the same products just as banks do. The District needs to feel comfortable with the person looking after your affairs. Franczek Sullivan does have a conference specifically for board members who are invited to attend free of charge. It is about feeling comfortable with the people. If the District is not comfortable with the people then it was time to have that discussion. Dr. Millard suggested that Mr. Conway meet with Mr. Edgecombe and coordinate with Mr. Allen so that he has a chance to address the concerns. Ms. Patchak-Layman stated that the difference is that O.P.R.F.H.S. is a public organization that needs to show the community a contract. Her experience with interviewing law firms is that there are differences in how they interact with staff, and philosophy. When one puts out an RFP, there is the opportunity to explore what is available. Dr. Millard asked that contact be made with Mr. Conway to determine how to go forward by the next meeting.

**Discussion of  
Superintendent  
Evaluation  
Instrument**

Board members discussed the process intended to be used to evaluate the Superintendent. Dr. Millard reported that Mr. Conway had asked the Board of Education members who volunteered to be on this committee to agree on the assessment tool to use in the evaluation of the superintendent. Mr. Conway was appreciative of those who volunteered, i.e., Dr. Lee, Ms. Patchak-Layman, and Mr. Allen. In addition, Mr. Conway asked her and Dr. Weninger to participate. While some samples of tools for this assessment process had been received, many others may be entertained by this subgroup. Dr. Weninger had distributed some documents he had received previously from the IASB and he asked Hank Bangser of Hazard Young for some samples.

Dr. Millard continued that Mr. Conway would like that group to recommend an instrument and that the entire process be completed in June.

There was a question as to the purpose of this committee as some had thought that its purpose was to do an evaluative summary rather than looking at the different processes and putting the form together. Clarification was asked for in this regard.

**Next Discussion  
On Race and  
Student  
Achievement**

It was the consensus of the Board of Education members that the next discussion on race and student achievement would be held on Thursday, May 15, 2008 from 6:30 to 9:30 p.m.

**Discussion on  
Non-Agenda  
Items**

Mr. Rigas stated that in the past several months, there have been many Board of Education member requests of staff that are taking much time for the staff to respond. He felt the Board of Education might be getting staff members to do work that may or may not be of any value to the Board of Education. When he was a member of the Village Board, people on the board were contacting the attorney at the expense of the Village. At that point, the board chose not to allow anyone to contact the lawyers without first going through Village administrators. Discussion has occurred about channeling requests through Ms. Kalmerton and Dr. Weninger and who would contact the appropriate administration who would in turn provide the information to Gail and she would distribute it to all Board of Education member and other administrators. In that investigation, it might be good to know what amount of time is necessary to fulfill the requests. Dr. Weninger added that he had been reluctant to abridge any of his requests, because of too much work, but he was concurred that there has been much time spent on those request. Ms. Fisher stated it is incumbent upon any Board of Education member asking for information to consider that he/she would be taking staff/administrators away from their job of focusing on students. She felt it was incumbent to weigh in the complications is imposed on the staff. Dr. Millard suggested making the requests through Dr. Weninger, he would keep a record of the requests, and approximate how much time it took to fulfill the requests.

Dr. Weninger reported that the staff spends a minimum of twelve hours on committee meetings in addition to the time it takes to put meeting packets together. The administration knows it is to serve the Board of Education and it is happy to do so, but this is time that takes them away from doing the real work of educating students.

Dr. Lee stated that sometimes Board of Education members do not know when they want to get certain information to assess just how much time and effort would have to go into satisfying that request. Obviously, if they knew a lot about what they were asking, they would not have to ask the question. That means they are starting from a point of ignorance. It is unavoidable to look at what is being asked for and giving feedback on what kind of resources will be necessary to satisfy that request. Sometimes, one can say a 5-minute response would look like this or that. The more time spent on a request, the more complete it would be. It would help the Board of Education to be educated as to the resources being asked to obtain. One cannot know that when one is asking the question initially. Intermediate responses are necessary, as

opposed to a yes/no response. A little help to understand the kinds of resources necessary and more questioning as to the kinds of response that would be most appropriate.

It was the consensus of the Board of Education that the process would be 1) funnels all requests through Dr. Weninger, 2) his office will keep a log, and 3) the administrators will determine how long the work will take to complete.

**Closed Session**

At 11:15 p.m., on April 24, 2008, Mr. Rigas moved to go into closed session for the purpose of discussing the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity. 5 ILCS 120/2(c)(1), as amended by PA.93—57; Collective negotiating matters between the District and its employees or their representatives or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2); 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 probably 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 Dr. Millard. A roll call vote resulted in all ayes. Motion carried.

At 12:05 a.m. on Friday, April 25, 2008, the Board of Education reconvened its open session.

**Adjournment**

At 12:10 a.m. on Friday, April 25, 2008, Ms. Patchak-Layman moved to adjourn the Board of Education meeting; seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

Dietra D. Millard  
Vice President

John P. Rigas  
Secretary