

March 20, 2008

The Board meeting of the Board of Education of the Oak Park and River Forest High School was held on Thursday evening, March 20, 2008, in the Board Room of the high school.

Call to Order President Jacques A. Conway called the meeting to order at 7:34 p.m. A roll call indicated that the following members were present: John C. Allen, IV, Jacques A. Conway, Valerie J. Fisher (arrived at 7:48 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 Change Ms. Patchak-Layman asked that Item B, Personnel Recommendations, be removed from the Consent Agenda.

Visitors The Board of Education welcomed the following visitors: Kay Foran, Community Relations and Communicators Coordinator; Joe Kostal, Suzie Ferrier, Vanessa Hughes, Kevin McCarron, Rich Perna, Sharon Delius, Donna Dietrich, Mary Joe Lopez, Tom Kirchner, John Ridenour, Toni Hagins, Faye Morris, Marsha Shipley, O.P.R.F.H.S. faculty and staff; Dr. Connie Collins, Superintendent of District 97, Vicki Sharts, Tom Sindelar Kelly Bear, and Kevin Harris of District 97; Matt Brandon, Secretary/Treasurer, and Gene Washington, Union Representative of SEIU; Dave Bennett, Wyanetta Johnson and Burcy Hines of A.P.P.L.E.; Kimberly Werner, Debra Kadin, Lisa Melara, Meg Reynolds, Terry Lieber, and Steve Allstead, community members; Bobbie Raymond, President of the Alumni Association; Angelica Kuehn, League of Women Voters, Terry Dean, *Wednesday Journal* and Bridgett Kennedy, *Oak Leaves*.

Student Recognition Dr. Weninger recognized senior Samantha Guzman who competed for a spot on the Women's Olympic Boxing Team, received a silver medal for second place. Samantha competed against 25 and 27 year olds.

FOIA Requests Mr. Conway reported that there were no FOIA requests received.

Board Member Comments Dr. Millard thanked all for the emails concerning the superintendent's goals, the Board of Education's commitment to address student achievement, custodial services, race relations, etc.

Mr. Allen reported that he and Dr. Lee spent Friday afternoon with Special Education personnel learning about the department. He expressed his

appreciation for the time and effort put into gathering the library of materials given to them.

Ms. Patchak-Layman echoed Dr. Millard's comments of appreciation for the number of emails the Board of Education received over the issue of outsourcing custodial staff with the recommendations that their positions not be outsourced.

Last month Ms. Patchak-Layman expressed a request for O.P.R.F.H.S. to go out for a RFQ for legal services. She reiterated that request to seek the services of a law firm that would 1) represent the best efforts of the student and would be on the side of Brown in the case of Brown vs. the Board of Education; and 2) not circumvent the law by just doing part of it and give rhetoric that O.P.R.F.H.S. had served the law.

Mr. Conway thanked the citizens for participating in the forums regarding the principal search; he appreciated their time and their opinions.

Public Comments

Toni Hagins, resident of 929 S. Clinton Avenue, Oak Park, an OPRFHS employee for 11 years and a member of the custodial set up crew for eight years, read the following statement to the Board of Education.

"I am a lifelong resident of Oak Park as well as an alumn. From my great uncle who graduated from O.P.R.F.H.S. in the early 30's, my mother in the late 40's to my last son who graduated in 2006, this school has given my family opportunities that they could not have gotten at any other high school.

"Tonight, you will be considering a resolution to reduce the custodial staff which would have deep reaching effects on our staff, their families and the community as a whole as many of us are residents.

"Your custodians are longtime dedicated employees. We consider our work here our careers not just a job. We are all dedicated to "Those Things that are Best." Through our hard work, our school is a showplace for our students, staff, community, members as well as the outside groups we host.

"Your twenty-eight custodians make sure daily that the building is a clean safe environment for all. This is accomplished through hard work, dedication and a whole bunch of pride. We are not just employees but an intricate part of something greater; something unique to any other school community. We are partners, we are family.

In a March 5, 2005 article in the *Wednesday Journal*, "OPRF Board OK's four-year deal with Custodians," Cheryl Witham was quoted, "District 200 did not want to outsource its custodians, many of whom have been with the district for many years, provide knowledgeable service to its aged buildings and an element of security in that they are known within the school. They

know the kids and interact with them. Those are very important things to the atmosphere here.”

“We are still those same custodians that Cheryl spoke about, but more knowledgeable, yet still always the eyes and ears of the building when it comes to our students. They are our children when they are in this building. Their safety and well-being is always a priority for us. They know us and trust us.

“Your custodians are a humble bunch. Many of the good deeds and hard work go unspoken. I would like to take this opportunity to share a few. Lonnie Brown saved a girl from certain serious injury. She was in the field house and had gone over the rail of the balcony. Lonnie saw her as she was hanging over the rail ready to drop. Through his fast thinking, he was able to catch her. Archie McGee through his awareness saw a student after school hours in a deserted hallway in definite medical distress. Through his quick actions, the student got the help they needed. The great flood of O.P.R.F.H.S. during Christmas break a couple of years ago sent our unit into action. People came in on their vacation time to help save our school from the devastating water. Maybe you knew or maybe you did not, but it speaks to our quiet but diligent service. Please consider this resolution before you tonight. Thank you.”

Nancy Heezen, resident of 1154 S. Taylor, Oak Park, addressed the Board of Education, on behalf of the custodians in the Buildings and Grounds Department.

Ms. Heezen stated that she had just learned that the Board of Education was looking to privatize the custodians and asked why it would fix something that is not broken. She stated that their great work is noticeable every day; by the students and their families. She understands the need to save money, but speaking as a taxpayer of Oak Park, she did not feel this was the way to do it. The school is in use from 9:00 to 10:00 p.m. most weekdays and weekends. The community can be proud of its O.P.R.F.H.S. custodial staff and they should be treated as the treasure it is. They treat the building as a jewel, be it morning, noon or night.

Burcy Hines, resident of 1221 Fair Oaks, Oak Park, addressed the Board of Education on behalf of the custodians in the Building and Grounds Department.

Ms. Hines has been in over 315 schools in Illinois and when one considers outsourcing, one must consider the safety issue for young people. When the District has the family such as the custodians, it knows who is hired. When contractual people are brought in, they are not known and the children may be in jeopardy. Thus, the District needs to keep the staff it has.

Dave Bennett, attorney working with the A.P.P.L.E., addressed the Board of Education about issues A.P.P.L.E. raised to the Board of Education.

He stated that everyone on the Board of Education knows A.P.P.L.E. as a group of concerned parents and community leaders who have the best for the children in their hearts. He spoke of A.P.P.L.E.'s desire to work with the District to better the education of children with Special Education needs. Last October, the District was provided copies of a thirty-seven (37) page, anecdotal and statistical report that A.P.P.L.E. had worked on for over a period of several months detailing the problems A.P.P.L.E. saw relating to the placement, education, and discipline of children with disabilities. He stated that, in A.P.P.L.E.'s opinion, there is a spirit of segregation of special needs students to the fourth floor of the high school, many of whom are African American. A.P.P.L.E. is also concerned about the excessive outplacements of special needs children. These issues tend to violate the laws of students being placed in the Least Restricted Environment (LRE). An example of APPLE's findings, according to statistics available to the public, O.P.R.F.H.S. has one of the highest, if not the highest, percentage of special needs students out placed in Illinois. This has cost the District a substantial amount of money, \$2.8 million in the current school year, of which only a small percentage is recoverable. That is not helpful educationally or financially to the District.

Other problems that A.P.P.L.E. have seen are disciplinary programs that have been imposed too harshly on special needs students causing them to be placed in an environment that is more restrictive than necessary. A.P.P.L.E. believes that the alternative private schools to which students are sent when out placed do not serve students well, as their focus is to serve students with greater needs; consequently, they cannot give good educational experiences.

A.P.P.L.E. did not only identify problems, it also made suggestions on ways they could be addressed in a cooperative manner. A.P.P.L.E. did not come in litigiously and the report was given to the District only. A.P.P.L.E. found the District's response very disappointing and that was one of the reasons for his attendance at the meeting. While the Superintendent had met with the members of A.P.P.L.E., A.P.P.L.E. had requested a follow-up meeting to talk in more detail about its concerns and solutions to the problems. Also at the meeting, District personnel told them that improvements had been made and enhancements had been made for Special Education students, but nothing specific was given. A.P.P.L.E. asked for a follow-up meeting with the Superintendent and other O.P.R.F.H.S. personnel, two or three leaders from A.P.P.L.E. and legal counselors from both sides. The response was that the District was willing to meet, but without the lawyers. Why are lawyers needed? The reason for including lawyers is that these problems are very complicated and concern legal and educational issues. There are laws governing the education of children with disabilities and there are many complications. District personnel have advanced degrees and while they are,

no doubt, very intelligent people who have great passion, they do not have advanced training. It is a reasonable request that has not been granted. At this time, A.P.P.L.E. requests that the Board of Education take a personal interest in this project, as it seriously implicates the children of the District and the laws of the State of Illinois. Perhaps a meeting could be held profitably with the Superintendent and District personnel, attorneys, and one or two board members, along with the representatives of A.P.P.L.E. and its legal counsel to have a constructive discussion of the problems A.P.P.L.E. perceives and resolutions to the issues.

Ms. Wyanetta Johnson, resident of 929 S. Oak Park Avenue, Oak Park, addressed the Board of Education.

Ms. Johnson asked the school to consider the custodial workers and to find a way to resolve the issues without outsourcing these positions. She has known many of these custodians for 18 to 25 years; they have worked with many organizations in the building, helping them to prepare for their events. Her husband worked with the CTA which had outsourced some positions and some of the people who would come to work in the building were a disgrace. It is also a matter of safety. She asked the Board of Education to think about what it was doing and to treat everyone right. If the school outsources these people, it will cost them money, and will affect their homes and their families.

Patti Collins, 12-year O.P.R.F.H.S. employee, eight years as secretary in the Buildings and Grounds Department, and one of the three union stewards for the Classified Personnel Association, read the following letter to the Board of Education.

“...Four years ago, my husband lost his maintenance job when the decision was made to outsource in the Glenbard High School District 87. Since that is also the District in which we live, I occasionally have the opportunity to talk with faculty, staff and parents from that District.

Never have I received positive feedback from anyone when I have asked how things are going since they outsourced. One incident that specifically comes to mind occurred at Glenbard West during last year’s graduation. The sound system went out and none of the staff from the outsourced company was able to correct the problem. A good friend and parent of a graduate said it was a disaster. He said it never would have happened if we still had our ‘own’ people. What shame to have the main event of over 2,000 students’ high school careers end in a subpar ceremony.

“On that note, I am going to read a few pieces of correspondence we have received over the years...

From Sue and Linda. “It is impossible to adequately thank you for all your efforts in making the Institute Day a success. Thank you for shorting through all the confusion, misinformation, misunderstandings, and impossibilities. I truly had no idea what something like this entailed and I certainly would have given up without you.

“To all of your staff from Doris to all the men. I wish I could give you all a huge bonus! Even when things got crazy, everyone was patient, kind, and willing to do whatever crazy thing I asked. Thank you all so much.

“From the Chicago Bears Quad Rugby Team, regarding the North Central Wheelchair Rugby Tournament...’Dear Dr. Offermann.

‘The Chicago Bears Wheelchair Quad Rugby Team, staff, volunteers, sponsors, and the seven other participating teams from around the nation thank you and the staff at O.P.R.F.H.S. for making the NC Sectional Tournament a great success.

‘Everyone attending, including many spectators from the Oak Park/River Forest area, were amazed at how the people of your school were able to facilitate and coordinate all of the activities of a tournament with over eighty wheelchair athletes, a regional basketball tournament, a symphony, and all the regular school activities on he same weekend during a twelve-inch snow storm. This was truly a mammoth undertaking that ended successfully with the administration and respect of all attending.

‘While we did not learn the names of all the people involved from your school, we would like commend Sandy Abbinanti of the Athletic Department and her staff for arranging the event, Jim Miller and Donna Diederich of B&G for facilitating the special needs of our athletes....Without the help of the O.P.R.F.H.S. staff and facility our tournament would not have been as successful as it was.....’

“From a student...’I would like to thank you guys for keeping the school clean. You do a lot of work and are underappreciated for it. So, I am taking my time now to thank you for all the work that you do.’

“From another student...’I would like to thank all of you for doing the hardest work around here. You guys have a tough job and I don’t know how you wake up every morning knowing that you are going to clean up after some kids who won’t throw trash in the can or other things that we are capable of doing, but some don’t. I just had to write this letter to thank you and to tell you to have a Happy Thanksgiving.’

“From Mary Bennett and Rich Deptuch to Jim and Pedro. ‘No large-scale program will ever have impact or ever realize effectiveness if the setting of the program is not carefully prepared before it begins and carefully tended

while it unfolds. Because of your collective efforts, our impressive facility sparked for our faculty, staff and guests on our Bi-district Institute on January 18. Your management and your staff's attentive work before, during and after the program as well as your daily care of our large and complex building deservedly drew everyone's attention. Even our speakers noted with admiration the cleanliness and attractiveness of all parts of the building.

'Please accept our appreciation for your careful work for first Friday's and please share our thanks with your staff.'

"From Don Vogel: 'Big events are not possible without a lot of hands all helping to make the event special. A big thanks goes to B&G for helping to make the Annual Holiday Gathering so wonderful. The set-up and cleanup were perfect. Few realize what happens before and after such an event.'

"From Mary Young: 'Thank you so much for making my new room, 137, so nice. I really want to thank you and your B&G Staff for working so hard to transform this room from a storage room to a very nice learning environment for my TEAM students.'

"From Eleanor Crawford to Patti Collins: 'I just want to thank you and all the B&G staff who have helped me out my first few weeks here at OPRF. I don't know the names of the people who have brought me furniture and carried away dead mice, but I really appreciate the prompt responses to all my requests, and the degree to which all other B&G Are helpful.'

"From Sue Bridge to Steve Doble: 'The Cum Laude reception went very well and you and your staff had much to do with making it all look great and run smoothly. We know you are always there to set things right and can be counted on, even at the last minute. Thank you for your efforts in helping us honor these students....'

"From Lauren Lee to Jack Lanenga: 'I wanted to let you know what an amazing job B&G did on my room. The walls were smoky, cracked, and filthy and now they are shiny, clean and fresh. The floors are glowing from (I think) three coats of varnish. The whiteboards and new corkboard are fresh and pretty. I am so happy to have a clean and pretty room to start the school year. Robert came and saw me early in the year to investigate my work requests. He sent up his staff, who arranged details and scheduling with me. He invested labor and resources in making the room beautiful. Everything was put away neatly, nothing was lost or misplaced. I am so appreciative of Robert, the painter and the carpenter, all of B&G who worked on the actual scrubbing, painting, nailing, and polishing, that I just wanted to let you know. It is perfect and I really appreciate it. I feel energized and positive about the coming school year.'

“From Kathy Tortorice, 8th Grade PTO Co-president to Donna Diederich: ‘On behalf of the 8th grade class at Brooks Middle School and the PTO, I would like to extend our sincere appreciation for your excellent staff who helped make our graduation dance possible. From the very start, Donna Diederich has assisted us in planning this event and made the evening flow smoothly. Allowing us to deliver decorations to her and store them in her office is just one example of how she made an effort to keep the evening as hassle free as possible. The staff members who assisted us on June 2, 2006 (the day of the dance) took care of many small details, which enabled myself and our parent chaperones to focus more on our students. Chuck Smith was invaluable during the day. During our morning decorating, he helped guide the students about ladder safety, helped parents who had difficulty assembling pieces and was a key reason our Eifel Tower managed to stay upright despite collapsing twice. His help, cheerful disposition and expertise made the student’s vision of ‘A night Under the Stars; from Hollywood to Paris’ come true. Saturday evening, I was trying to get the snacks ready in the South Cafeteria and stepped away for another question. Upon returning, I found our tubs of beverages iced in the South Cafeteria. Something so minor certainly made my evening easier. David Valdez was always there to help whether to find band-aids, a cart to help deliver items from the cars, an extra ladder or an extra table for our photo area. Hunter Evans also assisted us with some lighting issues, which made everyone of the students ‘picture perfect.’ The evening couldn’t have been a bigger success....’

“From Priscilla Mims, League of Women Voters, to Donna Diederich: ‘I want to thank you and the administration again for allowing the League to hold the Candidates Fair at the HIGH SCHOOL on October 21. You and the building staff were so helpful and easy to work with. Your advice on the set-up was most appreciated. This truly was the perfect place to hold a community event of this kind. And as a graduate of the class of 1970, I was very proud to have the candidates and those who came to hear and meet them, see what a wonderful facility we have in our community.’

“From Carolyn Gevirtz, social worker, to Robert Zummallen and Pattie Collins: ‘I just wanted to say thank you to everyone on your staff that did an amazing job cleaning my office yesterday. They got rid of all the blood and glass and boarded up my window almost immediately after the incident. I was really grateful to have a clean office to go back to so soon. I was really a horrible experience so having my office glass and blood-free made me feel so much better. You all deserve a big pat on the back.’

“From Marilyn Ames to Patti Collins: ‘I feel very strongly about this issue as the custodial staff does such a great job and knows this school so well. They are considerate, good workers and flexible to the constant needs that are required of such a large institution. To save money in this area does not make sense to me as this division is the guts of making Oak Park High School “shine” and look professional at all times. I do not think we have any idea of

what goes on behind the scenes for “set up” and “break down” of all the events that occur here. They need to be part of the OPRF “family” staff and treated with respect and gratitude (which I think they are). I know there is always a business agenda of saving money that needs to be revisited by the administration; I respect their side of continual “Due Diligence.” However, this department helps to make this school run smoothly and the best thing of all—as you know—they are reliable and accomplish the task without worry or concern. You know it will be done right.’

“From the Counselors and their secretaries to the Board of Education: ‘We, the counseling staff, would like to express our strong support for the B&G custodial staff. Over our many years working with our highly skilled custodians, we have come to trust and admire them for their skill, professionalism and dedication to our school community.

‘We have watched our day crew members, Dave Crisp and Todd Delius help a new student find their way to class, or simply chat amicably with kids as they pass in the halls. Our custodians are extremely important adult figures in the lives of our students. They gently encourage our students to make it to class on time, ensure that our classrooms and facilities are spotless and serve as important role models to our students. One of the pieces of advice often offered to freshmen by upperclassmen is to “befriend a janitor, you will never know when you need their help.’

‘We have witnessed the long hours and dedication shown by Glenda Lopez and Kevin Sorensen, while they clean our offices and wait patiently into the evening as we ourselves stay late. As you are certainly aware, our offices contain highly sensitive information. However, our custodians have inspired such tremendous trust and respect, that we feel absolutely confident when we leave our offices at night. Their discretion and professionalism is simply beyond reproach.

‘For our many evening presentations, we call upon our set up crew of Toni Hagins and Carlos Vega. They have saved us when our overflow crowd of parents of juniors swamp the Little Theater. They have worked tirelessly to accommodate our many requests for support with such a high degree of competence that we almost take them for granted. The fact that we rely on them allows us to do our jobs to the fullest. And, we do not want to miss out on the opportunity to let you know how important they are to our professional lives.

‘Oak Park and River Forest High School is a place where people spend their entire careers. And, that makes us unique. It allows us to create the kind of community where people feel invested and where the highest level of teaching, learning and belonging takes place. The kinds of relationships that have developed between students, custodians, staff, and faculty only come when people feel that they are a part of our school community. We urge you,

the Board of Education, to make a long-term investment in our custodians, as so many of them have done for us.”

“From Sarah McCabe to the Board of Education: ‘I understand that the Board of Education is investigating outsourcing custodial services. Certainly, it is prudent to consider all the areas of an institution in an effort to reduce cost and have an efficient working environment. I would like to add just a few thoughts from my experiences at O.P.R.F.H.S. for your consideration.

‘I graduated from O.P.R.F.H.S. in 1985 and I can’t help but be very attached to this place. I recall the pride I felt in my school as a student here. As a three-sport athlete, I had opportunities to see many other high schools. I appreciated early on that the physical appearance of O.P.R.F.H.S. was far superior to the norm. That seems like a small, superficial thing, yet the care that goes into the upkeep of this place has a profound effect on the attitudes of young people, and certainly the morale of the adults in the building.

‘I am now in my nineteenth year of coaching here (including six years of teaching) and I have yet to see a high school that compares to this one in its physical appearance. Over the years, I have gained an understanding that the work happening in the hallways, bathrooms, locker rooms, classrooms, gyms...are done by people who do not seem to treat their work as their job. I have a strong impression that the work done by our custodial staff is done with a sense of pride and deep investment in this situation.

‘Each January our high school plays host to a major track and field clinic put on by the Illinois Track and Field and Cross Country Coaches Association (ITCCCA). This group is amazed by the work of our custodial staff. Our custodians have gone the extra mile year after year with attention to detail that makes this clinic a smooth event. They have paced tiny hooks in the student center ceiling so we can put banners in just the right place, arranged and rearranged risers to meet my demanding ideas, and made every corner of the school shine. Steve Doble and his many workers could not be more thorough! Over 1,000 coaches came to O.P.R.F.H.S. in January from Illinois and surrounding states for this event to hear an Olympian speak and renowned coaches present. It would not be possible without the support of our custodial staff.

‘Each afternoon as I leave the adaptive gym I see Clem Simon enter with his cleaning supplies and a smile. When I return each new day that gym is filled with young people working hard, excited to improve, and fortunate to have such facilities to use. I am always happy to see Lonnie Brown working on the sidewalks, giving my distance runners smooth passage through the snow at least on his block. Lonnie and I had German class together as kids here. Face after face comes to my mind of dedicated people who quietly make this building special for all of us. Please consider this question carefully. I

believe that the care of O.P.R.F.H.S. is personal and should be done by people who see it that way. The work is too important to leave to a group that may see it as just a job.’

“I have a whole file of thank you notes. I could be here all night reading them to you.

“I think I have made my point, from the eighth graders’ first dance at our high school to our annual Holiday Tea, from new faculty members feeling welcomed as staff members in critical need of assistance, our custodial staff does so much more than clean our school. Please do not sell short our tradition of “Those Things That Are Best.”

From Marianne DeBruin, Tim Hassco, Gwen McKenzie, Kathy Rice, Lupe Witt, Marlene Segal, Marshal Shipley, Ann Carlson, and Elaine Glenn of the Library to the Board of Education: ‘The staff members of the Library Services Department can cite several examples of stellar service provided by the B&G custodial service.

- Rug spills cleaned up ASAP
- Accommodations made for after-hours office work
- Special bin provided for heavy duty recycling.
- Immediate response to bathroom problems
- Coat racks needed for Heritage MORP supplied right away
- Glass in the third floor hallway cleaned up immediately.
- Mouse and squirrel removal and “protection.”
- Immediate responses to questions regarding cleaning and sanitizing staff and student work areas
- Denis McCarthy and David Valdez help us out continuously
- Darlene Cubie cleans our second floor offices superbly in spite of challenging messes.

‘Ms. Marsha Shipley describes an excellent example of the night staff helping her when she fell on the ice outside the North Erie Entrance. They radioed and immediately salted the slippery area to make it safer for the rest of us. They then checked on Marsha even a week later to see how she was doing after her fall.

‘Ms. Shipley also describes how they provided her with a flatbed truck after hours so she could use it for school volleyball equipment.

‘We do not take for granted the excellent service the custodial staff provides to us on a regular basis. The Library spaces are always clean and cared for with a sense of pride of ownership that comes with being a member of the O.P.R.F.H.S. team. The overall picture is that we have developed good

working relationships with the custodians and together have a sense of common purpose.’

Mary Jo Lopez, resident of 927 Clinton Avenue, Oak Park, addressed the Board of Education.

Ms. Lopez spoke too about the outsourcing of custodial services. She said that by going outside, the District would be making a few people wealthy, the owners of these companies, on the backs of the custodians. Oak Park is a place of diversity and equality, yet the District has twenty-eight current employees who are minorities who have been at the high school for many years and are family. They will be at risk for losing their homes and their pensions, and the District maybe casting them into the unemployment lines.

She continued that the HIPPA law does not allow one to ascertain some things about employees, e.g., mental health status, etc. Unfortunately, the public has heard too many times of shootings at schools by people who, it was later uncovered, had mental health issues. She suggested discussing this again in a couple of years when the economy improves.

Matt Brandon, Secretary/Treasurer of the SEIU, 1165 Clark Street, Chicago.

Mr. Brandon noted that he had prepared a statement to read to the Board of Education but chose not to read it. He wanted to publicly state that the union did something wrong. As secretary/treasure of the SEIU, he is the only one to report to the president, everyone else reports to him. The president asked him to find out what was happening at the District. He met with Robert Zummallen, Lark King, Toni Hagins, Faye Morris, and Tim McDonnell, Vice President of the local. One of the things he said after that meeting, noting that Mr. Zummallen could verify it, is that there is not a racism problem at O.P.R.F.H.S. It does not exist. Things occurred that caused anxiety and their own problems. They are internal problems of the union, not the administrations, not the Board of Education, and not problems of the community as noted in the press. He hoped that the press would correct its statements and stated that he would be wrong if he did not apologize. The union intends to address this issue of outsourcing. The stories told you by Ms. Hagins and Ms. Collins, speak of how proud they are; that speak tons. The District knows, as administrators, as parents of children that are in the schools, that there is a community. In schools, it pays to know who is around the children. That does not occur in private companies. Criminal background checks are very important. The Board of Education should be as proud of its Buildings and Grounds staff as it is of the school and this community. These mistakes can and will be corrected. He again apologized and noted that the union would address its own internal issues and this mistake will not be made again. He took personal responsibility for where the union goes from this day forward. He thanked the Board of Education for its time.

Liz Melara, a 29-year resident of Oak Park, addressed the Board of Education.

Ms. Melara noted that she did not support cost cutting at the expense of twenty-eight people who have dedicated their lives to the school. Her own experience with outsourcing had not been positive. The Village of Oak Park, years ago, had fourteen forestry people, now there are four. Most of the work was outsourced and during that time, Oak Park has lost many trees. This subject is not about trees, it is about people and she hoped that the Board of Education would care enough about them.

Terry Lieber, 147 Linden, Parent, neighbor and representing APRIL, alliance to preserve,

“Members of the District 200 Board of Education and Dr. Weninger:

“As you probably know, on March 5 the Oak Park Zoning Board of Appeals confirmed their decision to deny the high school request for a zoning variance to install lights at the OPRF stadium. This decision was made after careful consideration of a large body of evidence presented over several months at the ZBA hearings. I encourage the Board and Dr. Weninger to weigh the evidence presented during these hearings and respects the decision of the ZBA.

“In the event you are not familiar with the details of the evidence presented at the ZBA hearings, we have summarized some of them for you. The full public record of these hearings provides even more information, and I encourage you to review it before considering any future actions. The many people who attended and participated in all of the lengthy ZBA hearings agree with Dr. Weninger and Mr. Lanenga that the deliberations of the ZBA were thorough and fair, considered all of the evidence, both in favor, and opposed to the application for a zoning variance.

“As taxpayers and parents of past, current, and future OPRF students, we believe that the school has already spent too much time and effort on this proposal. With all of the challenges facing the school, it would be unfair to the many students who need academic support, and the vast majority of the students who do not play turf sports, to spend the board and administration’s limited time and resources to circumvent the ZBA decision. We all recognize that athletics are great for students and can enhance academics. However, we also recognize that OPRF already has very fine athletic facilities and has been able to offer a rich array of athletic programs, including turf sports not offered at comparable schools. I urge you to keep the relatively minor benefit of a lit stadium in perspective with the many other important goals of this Board and administration.

“APRIL and the neighbors of the high school are eager to begin to repair the relationships strained by the recent unnecessarily contentious proceedings before the zoning board of appeals. We hope that the school, too, would want to rebuild trust and cooperation with its neighbors, parents, and supporters. We would much rather spend our time and dollars supporting the school and its students than in adversarial proceedings.

“We were therefore disappointed to hear in our meeting with Dr. Weninger on March 4 that the board recently in closed session discussed ways to get around the Oak Park Zoning Board’s denial of the school’s zoning variance request. I present for the record a copy of our letter sent to Dr. Weninger after that meeting (the letter is presented below).

“We believe that your discussion of whether it is possible for you to erect lights despite the ZBA decision in closed session violated the Open Meetings Act. The litigation exception to the Act may apply narrowly to discussion of the pending appeal of the Zoning Board’s early ruling, or your evaluation of your attorney’s performance or employment, but there is no exception to the Open Meetings Act that could apply to a discussion of whether to proceed to try to circumvent the Zoning Board ruling. The public has a right to know how you are planning to spend the administration’s time and public resources. We trust that you will not make that mistake again, and that any future discussions of whether and how to install stadium lights will be conducted in open session.

“This is important not only because Illinois statutes require it, but also because it is the only way to restore the trust of your neighbors. It is antithetical to good community relations to talk about your options regarding lights without enlisting the stakeholders in the discussion.

“The issues raised by lighting the stadium have been thoroughly examined both by the Zoning Board and the Historic Preservation Commission. It would be very difficult for you to justify the additional public expense, turmoil, and strain on the neighborhood to rehash the very same issues all over again, whether before the Plan Commission or the Village Board. Please put a moratorium on any further discussions of lighting the stadium. In addition, please, if you feel you must continue with such discussions, conduct them in open session, enlist stakeholders’ participation, and listen to their legitimate concerns.

“Unless this matter is finally put to rest, it will continue to be a source of conflict and disagreement within the community. We urge you to direct the high school administration to discontinue further efforts to install lights within this historic residential area. These efforts have already required an inordinate amount of time and resources, for no significant benefit to the core mission of the school, and we all want to move on to more constructive ways to serve the school and our students.

“And, thank you for all of the work you do for the students of OPRF.”

“Dear Dr. Weninger,

“We would like to thank you and Mr. Lanenga for accepting our invitation to meet on Tuesday at 147 Linden for a discussion regarding the high school’s plans for lights in the stadium. At Tuesday’s meeting we, as representatives of the organization APRIL, were hoping to make an overture to heal some of the ruptures in the relationships between the administration and those who oppose the lights that resulted from the long and sometimes intense proceedings before the Zoning Board of Appeals. As you can imagine, all of those in Oak Park and River Forest who were against the lights are very relieved that the ZBA denied the high school’s request for a variance to install lights, a decision that was finalized last night. You indicated to us that the school is not planning to appeal that decision to circuit court.

“We offered our help to the school in a variety of ways, from raising resources for school needs, to advocating with the Park Districts of Oak Park and River Forest to optimize the school’s access to field space, to forming an ad hoc committee with the school for smoother on-going dialogue.

“We also raised our concern upon hearing that Musco at your request drafted specs to light the field with shorter poles to avoid the variance requirement. We agreed that shorter lights would be impractical, hazardous to street traffic, highly intrusive on the neighbors, and provide limited benefit for the expense required. You reassured us that “the high school has no plan to put up 45-foot light poles.” You did, however, tell us that you plan to write to the Village to investigate what other means might be available to get permission to put up the 88-to-100-foot light poles.

“We understand that you fully support lights at the stadium, despite the very strong evidence presented at the hearing of their negative impact on the neighborhood. You indicated your support of the lights is based on your personal experience with other high schools in other communities rather than any research you could point to. On this point, we respectfully disagree, but we were encouraged by your commitment to keep open lines of communication with the neighbors as the high school explores its options regarding the stadium.

“If it is the Board’s intent to continue to pursue the installation, we believe that we are all better served when the administration and Board rather than the Boosters assume the position of leadership and advocacy on the issue. By allowing surrogates to advocate for the school in the ZBA hearing, the Board may have inadvertently set the stage for divisive discourse among otherwise friendly citizens. Therefore, we were glad to hear you assert that the Boosters would no longer be taking a leadership role on this issue.

“As you plan for the future, we encourage you to carefully review the evidence presented at the ZBA hearing. Any special use permit process will necessarily apply standards that protect the livability of the Village and the character of the Frank Lloyd Wright Historic District that are very similar to the standards which the school failed to meet in the zoning variance process. We hope that you will consider exploring creative options to meet the needs of the high school athletic programs that involve alternatives to a lighted stadium. We have all been driving down a very narrow path these last 4 to 5 years, initiated by the Boosters’ offer to pay for stadium lights, and it is our hope that the ZBA decision can give us all some time to reflect.

“As neighbors, taxpayers and parents of current and future Huskies, it is our hope that you and the District 200 Board place a moratorium on pursuing lights and that your priorities focus on enriching the array of programs that provide the high school a strong reputation for academic integrity and excellence.”

Respectfully signed by Terry Lieber, Daniel Ryan, Donna D’Oro Anderson, and Ann Courter.

School Reports & Student Life

Dr. Weninger reported that each of the parent groups chairs have been invited to make a presentation to the Board of Education members about their organizations. Ms. Raymond of the Alumni Association made the first presentation. Prior to the meeting, she provided the Board of Education members with copies of a brochure regarding the Association and its bylaws.

Ms. Raymond thanked the Board of Education members for the opportunity to make a presentation and for the service they provide to the community. Too often, the Board of Education hears too much complaining and she wanted them to know how much she appreciated all that they did for the high school.

Ms. Raymond, too, is a volunteer, as the president of the Alumni Association and she is a member of the 1955 graduating class. She serves the needs for both alumni and current students. Ms. Raymond distributed a draft of a brochure that will be sent to alumni, which speaks succinctly about what the Association does at the high school, e.g., publish a newsletter, receive almost daily requests for alumni around the country about having reunions, assist in getting groups together whether it be a winning football team or the whole class, etc. The Alumni Association has a part time person working in its office. The Alumni Association puts people in touch with their classmates who have a huge appreciation for this school; the stories are marvelous. People feel that OPRFHS has changed their lives for the better and continue to do so. The Alumni Association represent alumni when called upon by the high school, such as the achievement issue. Presently, the Association is reviewing the requests of forty students for the summer enrichment

programs; these programs are very important to the students and can range of an in-house program, e.g., English and Plane Geometry programs to traveling to China, Peru, etc. The Alumni Association has \$15,000 for these programs and it is looking for needy students, in particular. The students it is helping during the summer would not be attending some of the costly programs. In the fall, the students will be requested to share their experiences with other students at a reception. This reception is open to the public and everyone is invited to attend. She invited the Board of Education to review her handouts and if they had any suggestions about how to let people know about the organization, to share them with her. She is thankful for all the high school has done and is doing and for the administration and the Board of Education for being so cooperative and helpful. She noted that the Alumni Association is a 503(C) organization and contributions are always welcome.

The Alumni Association holds an event at Homecoming to invite reunion groups to have a high school catered-lunch with us, but it is open to the public. In addition, a fundraiser will be held at Whole Foods, not only to raise money, but also to inform people about the organization. The Alumni Association offers four years of free membership to current graduates. More and more graduating seniors want to be kept informed of the high school's activities. The Alumni Association has also been having successful Huskie Howls at local establishments. The focus is on the students and helping them. She thinks that these programs are so wonderful. Students who get out in the world, who travel, who use foreign languages, have the most wonderful experiences and the desire is for more minority students, particularly African American students who are underrepresented, to benefit from these trips. The Alumni Association is a very low budget operation with a small space at the high school and there are many pieces shared by volunteers. Dr. Millard encouraged the Alumni Association to assist students to go on spring break trips. Ms. Larson responded that there are limited funds.

**Update on
District 97's
Strategic Plan**

Dr. Collins, superintendent of District 97, said it was a pleasure to be at the high school and to let the Board of Education know what District 97 has been accomplishing relative to its strategic plan. She reviewed the background of the strategic plan noting that District 97 embarked on this process in January 2006. It had been eighteen years since the last strategic plan had been completed and they were extremely excited about the work being done in the District. She introduced other District 97 staff members Kevin Harris, Victoria Sharts, Kelly Bear, and Tom Sindelar. Dr. Collins stated that the community effort was started in 2006 and included community input teams, surveys completed by community members, focus groups, and many people in and around Oak Park. In November 2006, a 28-person steering committee commenced and met for many hours. Action teams were formed and, in August 2007, the Plan was adopted. District 97 considers this plan to be a living and breathing document. Quarterly reviews occur in order to monitor whether District 97 is staying on course and/or that the work is

being done. The strategic plan, these goals, and the superintendent’s work are consistent with goals of District 97’s board of education to focus on student achievement, school climate, and diversity. Administrators are reviewing a book by Glen Singleton “Courageous Conversations about Race.” District 97 is looking forward to a common Institute Day in 2009. The strategic plan worked on the development of the school plan. District 97 has a new food service program and is receiving lunch and breakfast from District 200. Dr. Collins noted that this kind of update was being given to eleven community groups. She invited other middle school staff to share their thoughts.

Kevin Harris, Assistant Principal, is responsible for the discipline and social/emotional areas. Three years ago, District 97 had no proactive discipline plan; it was only a reactive plan. The rules were simple: fighting, drugs, and/or weapons would get one suspended. He brainstormed with the middle schools on where to start. They decided to be proactive and they implemented two programs and a different philosophy.

Most of the staff has received Positive Behavioral Intervention Support (PBIS) training; this training entails mentoring the students. Incorporated into the policy rules are the J Hawk or the Eagle Card. This is a system whereby one can accumulate up to twenty (20) signatures for accomplishing anything positive. When they get above a certain level, there is a reward. Once a month they have an ice cream social. In addition to the PBIS, the OVAIS and an anti-bullying program were implemented. The schedule is as follows:

<i>Number of Incidents</i>	<i>Discipline Consequence</i>	<i>Who is Involved</i>
5+	Mentoring	Teacher, AP, or Principal
10+	Meeting	Parents, social worker and other support staff

Mr. Sindelar and the Assistant Principal meet at least once a tri-semester with students who are at risk.

The Oak Park Police Department spearheaded the OVAIS program. This program occurs during the advisory period; the lessons are about feelings, responsibilities, and positive respect for others. They have found that the most important factors are building relationships with students. Teacher and staff supervision is important. At every passing period, teachers are out in force in the hallways. Just the visual presence of teachers has decreased the number of altercations. Last year, his seventh graders had twenty out-of-school suspensions. Because of the programs now implemented, there has only been one suspension in 130 plus days. Students can be taught what they need to know.

Tom Sindelar and Victoria Sharts noted that it was an honor to be at District 200 and to serve District 97, under Dr. Collins' leadership. Ms. Sharts spoke about how the strategic plan affects the high school. This year there have been seven articulations in a variety of different formulas. Previously, it happened on a tri-semester basis about planning and specific agendas. There have been many discussions about math and a productive, all-day math meeting on curriculum and the identification of students occurred. District 97 and the high school have a good working relationship.

Mr. Tom Sindelar reported that he had thirty-one (31) years of experience and this is his third year with District 97.

Mr. Sindelar reflected on Mr. Harris' discussion of building relationships as that is a huge part of what they do. Teachers were challenged to reinvent and to reinvest themselves in the organizations. That can be difficult to do, as they do not always sit on the same side of the issue. The vision has been stronger with the adoption of the plan and the part about relationship building is bringing dividends beyond imagination. In regards to AYP, he proudly said that his school has made AYP in every disaggregated subgroup. In 2005, 33.5 percent made AYP, this year 79 percent of the African American students are meeting or exceeding AYP. That is celebratory. He credited this to the building of relationships with students.

Ms. Sharts added that for the low-income subgroup at Julian, there was a 41.9 percent increase in the ISAT scores as well as a 29 percent gain in reading and a 39 percent gain in math for African American students. Teachers understand that the foundation is important and they are working hard with the strategic plan.

Mr. Sindelar that the strategic plan is grounding all of the leadership and a consistent vocabulary is attached. He is personally excited about dreaming the impossible. Ms. Sharts looks forward to an ongoing relationship with the high school.

Discussion ensued.

Dr. Millard asked how they were conducting quarterly reports. The response was that reports are given at the Board of Education table, usually consisting of an oral presentation with a question and answer session following.

Ms. Patchak-Layman asked how the plan works into the Board of Education goals and district goals. The Board of Education and District goals were not completed until after strategic plan was developed. Those goals are reflected in the goals of the Superintendent and the principals and there are cross checks to see that everything is being accomplished to bring the plan into reality. A report was made on climate. The District administers an annual

survey of all parents, teachers, etc., during parent/teacher conferences. The results of that survey and as well as a comparison of previous years are shared with the District's Board. They are also posted on the web. The principals share the results with their teachers and intertwine it with the Plan.

Ms. Sharts, in response to Ms. Patchak-Layman's question as to whether there were things that the high school could do to help the transition of students, stated that the high school has put in advisory/support. Discussion has occurred about the transition process and the high school has implemented many programs. High school students talk with middle school students about transition; those kinds of collaborative meetings have occurred.

Dr. Collins added that as students transition from the eighth to ninth grade, many students are lost national-wide. Relationship building has a great impact on the students. Mr. Sindelar wanted to see continued interventions that are unique to the population.

The Board of Education thanked them for their report.

Principal's Report Interim Principal Vogel congratulated

- the students inducted this past Tuesday into the World Language Division Honor Societies;
- the Gospel Choir for being featured by Art Norman of Channel 5;
- the Boys and Girls Track teams for placing second at the West Suburban Indoor Track Championships;
- Kristen Kwakwa for finishing first in the 55-meter dash and the 200-meter dash;
- Katherine Rack for finishing first in the 3200-meter run and the 1600-meter run;
- Kaniece Pitts for placing first in the Long Jump;
- Brittany Smith for placing first in Shot Put;
- Yeske for placing first in Pole Vault; and
- Peter Geraghty for setting a WSC Indoor record in the Pole Vault and for setting a York Fieldhouse record in the 4 x 200 relay.

In addition, Mr. Vogel reported that the school accomplished the Code Red Drill in conjunction with the Oak Park Police Department in under two

minutes. The District will also work with the Village of Oak Park in May as a part of the Homeland Security drill.

District Liaison &

Student Council—Mr. Fernandes reported that the Mr. O.P.R.F.H.S. competition was held last Thursday and that Bridgett Kennedy wrote an article that appeared in the *Oak Leaves* on it. Student Council made a donation to the children’s heart foundation and planned to have this context or something like it next year. Student Council is also reviewing its budget; it plans to institute guidelines and categories and he will provide more information at another time.

He also offered that last Wednesday, before the Mr. OPRFHS contest, it was had not realized the physical stage had not be figure out. After having a quick meeting with the B&G people the day before, they found everything to be set up perfectly, e.g., stage, a runway, etc. As a student, one does not get to see much of that and he was surprised to see that kind of dedication.

**Second Semester
Class Size and
Teacher Loads**

Mr. Lanenga presented the Second Semester Class Size and Teacher Loads, which included 1) second semester enrollment of 3114 as of March 1, 2008; 2) enrollment statistics by division/department (average class size excluding basics – 21.8); 3) average class size with historical data, and 4) individual teacher class statistics by division/department.

Discussion ensued. Basic and transition classes have 800 registrations, approximately 140 to 150 students across all four grades. There are 431 students in music performance classes. Latin, Poetry and Prose, and Business are classes offered based on total enrollment. If a class has less than 15 students registered, it might be canceled. The yearbook class, those classes running for the first year, and classes at the top of a progression may be exceptions.

**First Semester
Discipline Report**

Mr. Vogel presented the First Semester Discipline Report. He was pleased to announce that there was a reduction in all categories from the previous years. The administration believes that discussions with students earlier in the year and in smaller groups, a commitment to the PBIS model, and the new PSS Team model are all having a positive effect on the students.

Ms. Patchak-Layman asked if there were previous numbers on suspensions and expulsions. Mr. Perna stated that it could be broken down individually by student and/or by consequence. Mr. Conway stated that in the past, Dr. Spight was involved in the creation of this report and he had never seen a report of which Dr. Spight had not been a part.

Ms. Patchak-Layman asked if there was a connection with the number of days, e.g., if it is one day or nine days, as there is a different picture of what happens to students. Is there another graph showing a range of suspensions?

Mr. Perna responded that it is not disaggregated by the number of days but that it could be provided at the end of the year.

Dr. Millard observed there was still a significant problem with recidivism, many students having multiple infractions. What is the District doing to prevent this action? She also observed a disproportionate number of Black students were represented, as well as the issue of Black female students.

Is there a way to figure out what the relationship is between the academic achievements of students who are involved in disciplinary consequences as opposed to those students who are never involved. What is the relationship between discipline issues and achievement? Mr. Perna acknowledged that they have not looked at those statistics, but they had the capability. Dr. Millard asked that the end of the year report look at recidivisms, racial and gender deficiencies, and academic achievement.

She continued that another factor that affected student behavior was the faculty giving up a prep period and she wanted to acknowledge that. It may only be anecdotal but should be verbally acknowledged.

Aside from the possible attribution of the reduction in consequences to the PBIS model, Dr. Lee asked if anyone had been able to discern any meaningful data from this model. Mr. Perna noted that he was personally very excited the PSST model; he was involved with that when it was first developed. Deans and Counselors are encouraged to work together closely. His office is located in an office with one PSS Team, and he sees the daily work. The PSS Team meeting listed at 1½ hours is misleading, because the team works in a pod on a daily/weekly basis. That has been a great change in how the deans, counselors, and social workers work in that model. The PSS Team looks closely at the incident, pulls in all of the expertise, discusses the incident as well as what is the best route for that student to take. Mr. Conway asked if students were being consequence differently for the same offense. Mr. Perna replied that it was in some cases. Mr. Conway asked if that could be the reason for the 57 percent decrease. Mr. Perna replied affirmative, along with the fact that the PSS Team is working more effectively.

Q: Was there were a way to evaluate the number of violations as opposed to the number of consequences?

A: There is not always a consequence for every violation.

Q: Is the number of violations compared to previous years an indication of student behavior?

A: Possibly.

Q: Is there a way to see what kinds of measures the Board of Education could evaluate to determine if student behavior were improving, as

opposed to just assuming that it is because the number of consequences is diminishing. Alternatively, was it just easier on the students? How can we evaluate student behavior itself? Is there a way to find out the extent to which student behavior is improved?

A: Having interventions on campus is being proactive and is resulting in better behavior. The definition of student behavior is not known, so one cannot determine if it has improved. The Board of Education knows that a correlation between the discipline system and the weighted GPA is approximately 1.0.

Q: How do the students listed in this report compare with students without any referrals?

A: There is a correlation, but one cannot say it is causal. A report was done about one year ago. In conversations with on-campus staff on behavior, it was noted that it is important for students to be in class to do their best work. The Behaviorist position was then put in place and this has caused them to be in class more, not in in-school suspension or out-of-school suspension.

Q: Is the quality of student behavior an unknown quantity?

A: Mr. Rigas was not sure one could define, measure, or quantify it. Ryan Bolger of PBIS came to the Board of Education and presented information on it. Teachers, Deans, Counselors have participated in PBIS training and it is influencing staff behavior by being more prevention-oriented, e.g., looking for a different relationship with a student, etc. One may be giving out positive reinforcements vs. consequences.

Mr. Conway asked why there was no information regarding failure to serve, defiance of authority, e.g., consequences, as are usually in this report. Dr. Weninger reflected that Mr. Conway wanted 1) a count of the infractions, 2) who did the infractions, his/her grade level, etc. Dr. Weninger directed Mr. Perna and Mr. Vogel to collect information about in-school and out-of-school suspension, only. The other information will be provided. When Dr. Weninger was interviewed, he was asked if he had experience with expulsions. Dr. Weninger had come from a school of 4,000 students which did not have near that number of expulsions that O.P.R.F.H.S. did. Since his tenure, the expulsion is down 85 percent. In-school suspensions are down 60 percent. Mr. Conway wanted to know why. A fuller report will be provided to the Board of Education at the end of the year.

Dr. Lee stated that he was not criticizing the report; he was trying to understand what was behind the numbers. He was satisfied with the answer that the data had not yet been compiled. When he asked the question, is there a way to evaluate it, he had a hard time detecting an answer to that question. Mr. Conway noted that he was frustrated at having to wait for a report on the FREE and MUREE Programs. He wanted to know if they were successful.

Mr. Perna replied that the number of participants could triple in the FREE program. Two facilitators meet fifteen girls from 3:30 to 6:00 or 7:00 p.m. They teach decision-making, anger management, and team building. MUREE is the newer of the two groups and has 12 males. Both groups are voluntary; they are not mandatory. This year began with mostly sophomores and juniors. A number of freshman students who wanted to join, but there were not enough counselors in the program. While most of the students are African American, white students are encouraged to attend. Two or three junior girls who have been discussed in closed session are attending and they are doing very well, working hard. Students who are juniors who were talked about in closed session and this year, they are doing really well. They are working hard. The MUREE Program is not as effective.

Dr. Millard suggested bringing forth a more formal report next month.

Ms. Patchak-Layman asked if this were the only program they were in. Mr. Perna responded that social workers started running groups at the end of the first quarter; they are rotating on a period-by-period basis, and have a specific agenda, e.g., alcoholism, etc. Ms. Patchak-Layman asked that the other programs be included in next month's report. Ms. Patchak-Layman asked if all Special Education and non-special education students were included in the report. Is a record kept of who is in Special Education and who is in regular education? Mr. Perna stated that Special Education maintains its own statistics.

Superintendent's Report

Dr. Weninger distributed a report on an Asset Rich Community, which is about young people, how the community view young people, and how they can be viewed assets can be enriched. Jan Pate is setting up a second meeting in May to meet with a wider audience. The initial presentation and the work are funded in part by a grant and each of the school districts are being asked to provide \$1000. What is most clarifying is Page 2 in which 40 developmental assets are listed. He noted that this would be discussed further at a committee meeting.

Dr. Weninger reported on the status of the principal search. Of the four candidates, one is internal and three are external. Two candidates were fully vetted and the two remaining candidates will be fully vetted the first week of April.

Dr. Weninger reported that the District was also presenting recommendations on two assistant principals and the two division heads to the Board of Education for approval at this meeting. In April, the administration will provide the Board of Education with rationale for making the assistant principal position twelve months and for hiring four social workers.

Dr. Weninger also disputed Mr. Bennett's earlier remarks and the description of the events that unfolded in October. He did not think it was appropriate

for him to detail them, but the Board of Education was aware of several discussions in Board meetings and that the communications from the Board of Education to Mr. Bennett went unanswered.

Community Reports Alumni Association—Ms. Fisher deferred her report to Ms. Raymond earlier.

Concert Tour Association—Ms. Patchak-Layman noted that the CTA was working on its membership for next year, as there was a need to get additional officers and members. This is a time of transition and there was a question about students taking music and band. What happens with the credit for that participation.

A.P.P.L.E.—Dr. Lee reported that there was a presentation by the Oak Park Chief of Police, Rick Tanksley, and the meeting was well attended.

Faculty Senate—Mr. Hunter found it interesting that the Board of Education has decided to undertake the discussion of race and he was amazed that it was being considered for open session. He suggested they watch the Obama speech; it would be well worth the thirty-seven (37) minutes. It is powerful, because it details the motives and common language that the Board of Education is trying to use when talking about achievement. When Senator Obama talks about the experience of being African American and being an American, while it is important for all to hear, it is particularly important for the Board of Education. He would appreciate the members listening to it.

Concerning the decision to address the resolution regarding the custodians, he wanted to share the feelings of the 230 lives he represents with the community. Mr. Hunter read the following letter.

“The FSEC respectfully requests that in the process of soliciting bids for janitorial and custodial services the Board please give consideration to the high quality, professional service that our current in-house staff has provided to the district for many years. While we realize the possible cost savings to the District, we are concerned that the loss of professional and personal services that the school receives from the current staff will far outweigh any potential savings.

“Many staff members, ranging from long-term employees to those who joined us just a few years ago, can all recount a time and experience where they benefited from an extraordinary effort on the part of their custodian. For instance, science teachers often set up labs the night before. The custodians in that part of the building understand the importance of helping to maintain those set-ups in order to maximize student time on task. Teachers in the art department often rely on the custodial staff to help keep equipment and facilities in good working order and to maintain student work areas with exemplary cleanliness and care. One of the custodians, a gardener too for his church, would often bring a bouquet of fresh flowers for students to use in

painting and drawing. In the areas of the building that service our special education students, especially our TEAM students, our current staff make safety and security needs of our students a priority, while at the same time maintaining the privacy and dignity of the students in difficult situations. Working in this building, in any capacity, means dealing with students; the B & G staff knows this. Not only are they often aware of difficulties kids may experience; they also know whom to turn to for help and assistance for those students.

“Buildings & Grounds, as every other department in the school, has experienced cuts in personnel over the years. Everyone has to do more, and that is just a fact. However, what have not been lost in the personnel cuts are the professionalism, quality, and the sense of safety that these workers bring to their daily job. This building is unique in that so many faculty and staff people work here outside of the school day. Knowing the people who are assigned to the building, and knowing these people are a part of the OPRFHS community is a comforting thought. In every corner of the building, faculty and staff enjoy a relationship that is much more than surface cleaning. It is not uncommon to hear staff talk about “my B & G person”. We all take comfort in the fact that our cleaning needs are being taken care of by a person who understands the intricacies of our classroom and our space. We believe our Buildings & Grounds staff provides us with more than a clean and well-maintained building. They provide many intangible services to our students and staff that cannot be measured or replaced by a contractual service.”

External Reports

Ms. Patchak-Layman stated that West 40’s Harbor Academy has 37 students registered (twenty (20) O.P.R.F.H.S. students); its capacity is fifty. West 40 is looking for a new office location and is seeking the help of districts that might know of available facilities to rent next year in a report from the Regional Office of Education, Dr. Flowers, states that it will be conducting a community forum on the quality of public education in the south suburbs first, then the west suburbs, and then north suburbs.

West 40 is finishing up compliance visits and is still working to come up with a universal policy on homeless students in schools. Many calls have been received on homelessness and it is looking for universal wording to share with all school districts to make sure policies match. It is starting to work on issues of truancy and looking for grants for this.

West 40 meetings are held every other month and are composed of superintendents, staff from suburban school districts, board members and the ROE; the meetings are held in LaGrange. One of its charges is to meet with schools who do not meet AYP.

Consent Items

Mr. Allen moved to approve the consent items as noted below; seconded by Mr. Rigas.

- Open Minutes of February 28 and March 11, 2008, and the Closed Session Minutes of February 28 and March 11, 2008, with the modifications noted by Ms. Patchak-Layman to the February 19, 2008 meeting;
- The Resolution Ratifying and Confirming Execution of certain vouchers and payment of certain bills and expenses, fund transfers and list of bills for March 2008 (attached to and made part of the minutes of this meeting);
- The Resolution Authorizing Execution of Certain Vouchers for the Month of March 2008 (attached to and made a part of the minutes of this meeting);
- The Check Disbursements dated March 20, 2008, (attached to and made a part of the minutes of this meeting);
- the Ratification and Confirmation of the Execution of Certain Vouchers for March 2008;
- The Resolution Authorizing Execution of Certain Vouchers for the Month of April 2008;
- Award of the Fall Uniform Bid to Salkeld Sports for Cross Country and Boys Soccer, Girls' Tennis and Volleyball, Boys' Basketball warm-ups, and Wrestling singlets; and
- The textbooks *Stats: Modeling the World*, for the Math Department and *Sports & Entertainment Marketing* for the Business Education Department, as presented.

Ms. Patchak-Layman asked that, for clarity, the following amendments be made to the minutes of February 28.

Page 10, Comment 2: Replace “regulations” with “decision on stadium lights.”

Page 11, Comment 4: add “on the side of Brown in the lawsuit Brown vs. the Board of Education.

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

At 10:37 p. m, a ten-minute recess occurred and the meeting resumed at 10:47 p.m.

**Personnel
Recommendation**

At the Board of Education’s request, Mr. Edgecombe expanded upon the hiring of the two people recommended for the Assistant Principal positions.

He reviewed the process for the Assistant Principals and the Division Head. Over fifty (50) applications were received for the Assistant Principal positions. The Interim Assistant Principals Perna and Deptuch served as the chairs of the committee. In each group, seven candidates were interviewed in the first round of interviews. The ones that were selected were moved on to

be interviewed by the DLT. As a result, the District believes these people will do the best job for the high school

Janel Bishop, Assistant Principal for Student Health and Safety, has had an eight-year career as a dean and Spanish teacher. She has a BS from the University of Illinois, Chicago in Spanish Education and a MA from Concordia University in School Leadership.

Mark Wilson, Assistant Principal for Student Services, has a BA from the University of Georgia in Mathematics, a MS from the University of South Florida in Educational Leadership, and has additional studies from Northern Illinois University and Gainesville Jr. College. His experience includes being an Assistant Principal for Pupil Services at Niles Township High School and a teacher at Lake Forest High School and the Chicago Public Schools. Mr. Edgecombe noted that his salary would be \$125,000 per year.

Dale Craft, Physical Education and Driver Education Division Head has a BS from Elon University in North Carolina in Physical Education, a MDiv from Columbia International University in South Carolina in Cross Cultural Studies, and a MA from Concordia University in School Leadership. His experience at O.P.R.F.H.S. includes being a Physical Education Teacher, a coach, the Summer School Director, the Assistant to Physical Education and Driver Education Division Head, and a Physical Education Teacher and Athletic Director at Collins High School in Chicago.

Mr. Perna reported that the interview team for the Assistant Principal for Student Health and Safety included teachers, parents, representatives from Safety and Support, attendance, all areas within the school that the Assistant Principal would be responsible for, except for a student because of the sensitive nature of the discussion. Mr. Perna reviewed all of the applications and any who did not meet the requirements were pulled. Those remaining went to the individual committee members. At the initial meeting, the team members were asked to provide names of worthy individuals. He continued that seven were given an interview. At the end of the first round, it was decided to bring forward two individuals for the second round of interviews, a more rigorous conversation. The committee felt that both individuals were worthy of the position.

Ms. Patchak-Layman asked what had been the thinking that had gone into the logistics of hiring the Assistant Principal before the Principal was hired, as traditionally principals are able to select their assistants. Mr. Edgecombe responded that the original plan was for the principal to hire the Assistant Principals. While there was an unexpected delay in the principal's process, Mr. Edgecombe noted that principals are often in place when there are vacancies, and it is common that the leadership is in place when an individual is hired. Therefore, the District thought it to be more prudent to proceed and make a best judgment based on the kind of team that was appropriate for the

institution. The longer the District delayed the process, could cause a delay in their home district being able to find a viable replacement. Typically, these positions are in place by April 1. The District wanted to honor that timeline so that wherever people are coming from, they are able to leave in an orderly fashion. Ms. Patchak-Layman had concerns over the timeframe. It is a unique opportunity for a principal to put together a team he/she can work with to carry out the goals of the school. Mr. Edgecombe stated that it was the District's position to move forward and not delay; this was a conscious decision. Ms. Patchak-Layman asked if the District would be looking for a good match for these people. Mr. Edgecombe responded that the District would be looking for the best person for that position and it is thought that the persons in the Assistant Principal roles would be able to adapt to the leadership of that position, just as the administration recognizes its responsibility to adjust to the leadership of Dr. Weninger after Dr. Bridge.

Dr. Millard also had a concern about the hiring of Assistant Principals before the Principal. She asked if someone could withdraw if he/she did not like the principal. Mr. Rigas said that the District takes the risk of losing good candidates if a decision is not made. Dr. Weninger said that ideally the principal would have been hired by December and he/she would have been asked to participate, but that is not realistic. He made each of the four candidates understand that the Assistant Principal searches and the Principal searches were happening simultaneously. In the world of education, of the three external candidates, he did not know if they would have been available physically to participate. Dr. Lee was not troubled by hiring the Assistant Principals first.

Ms. Patchak-Layman noted that a goal for the Board of Education was that new hires would be twenty (20) percent minority candidates. Of the new hires being presented, how close is the District to that goal. The District is presenting six names and two are minority. The District is now in range of achieving that goal.

Ms. Patchak-Layman asked for the ethnic make up of resignations and those teachers not being called back. Mr. Edgecombe responded that there were two African American resignations and one non-tenured African American not being called back. The rest of these groups are Caucasian. Dr. Weninger added that of the four principal candidates, there are one white male, one white female, one black male and one black female.

In response to the question about the salary being proposed for the science Division Head, it was explained that the person's salary was actually less than his current earnings, which is based on years of service and coaching stipends, etc.

The Board of Education learned that one division head was retiring this year, one in 2009 and four in 2010. Division Heads understand that these are

annual appointments, not permanent appointments. Those who were faculty members have tenure and teaching rights.

Ms. Patchak-Layman asked regarding the science recommendation if the person had experience working with instruction. Mr. Prale considered him to be an expert teacher and noted that he has received designated awards, conducted summer workshops using inquiry methods, has taught at all levels of the curriculum, organized a workshop of early labs for 500 people, and has had cutting edge technology in the classroom. He is a 1979 graduate of O.P.R.F.H.S. He is familiar with the community and institution and is highly regarded. He has also built athletic programs and he understands the importance of the co-curricular piece and achievement.

Mr. Edgecombe reported that in speaking with people of knowledge of these candidates, both were respected teachers and administrators and were deemed worthy of this appointment. Candidates expressed surprise at the three-round process, as this is a process that does not happen in other places. The District believes that this process allows it to make the best possible choice possible. The administration knows that by looking at people on more than one occasion, a fuller appreciation is found.

Mr. Wilson brings a history of having worked in the student services area for at least four to five years. He is recognized as someone who is compassionate with kids, organized to a fault, has great technology skills, and has ironed out major issues with the master schedule. He has worked effectively with students with special needs, appears to be fun to be around and has high expectations with those with whom he is working. Dr. Weninger spoke directly with his superintendent who said that if he had to build a core, he would build it around him. He was highly regarded by both students and staff and he is known for “getting things done.”

Ms. Bishop is in her second year as a dean and is very well respected by everyone in the Oak Park and River Forest school community. She is a quick study, she completed her Type 75 three or four years ago and she worked under the then assistant superintendent. She has good people skills, she relates with students and faculty, and she has had a great impact on the lives of the students and parents. She is very hard working and is often at the school until 7:00 or 8:00 p.m. She also volunteered to move her office to the counselor’s office to see if the team approach would work. Mr. Conway asked if she had mastered all of the talents necessary to lead the District. Mr. Perna responded that she had the appropriate skills now to do a good job and she would get better through the years. Dr. Weninger stated that the District has a young, talented African American woman and she deserves this opportunity, particularly for African American girls in the school. It also sends a strong message to the staff that there are qualified, confident African American candidates.

Amendment of Policy 1100

Dr. Lee moved to amend Ppolicy 1100, Partnership with the Community, as as presented; seconded by Mr. Allen. A roll call vote resulted in all ayes. Motion carried.

Approval of Retirement Requests

Mr. Rigas moved to approve the retirement requests for the people below; seconded by Ms. Fisher. A roll call vote resulted in all ayes. Motion carried.

Marsha Blackwell, Reading/English Teacher, effective 06/2012
Patricia Crane, Special Education Teacher, effective 6/2012
James Goodfellow, Dean and Special Education Teacher, effective 6/2013
Catherine Marshall, Guidance Counselor, effective 06/2012
Richard Thomphsen, History Teacher and Special Education Teacher, effective 06/2013

Approval of Resolution Of Reduction

Dr. Lee stated that it was unfortunate that obviously a majority of the employees in the building, including the custodians, were under the impression that the school was going to outsource the positions, as that is not the case. What the Board of Education is here to do is a matter of enough significance that they should be concerned, but it is not what they thought. He said that he believed the salaries paid to custodians are considerably above the minimum paid to other custodians, just as he was paid when he was a teacher was above the minimum. The salary he earned was higher than the other school's and O.P.R.F.H.S. could have hired a cheaper teacher. He slept well, however, knowing that the District hired a superior teacher. Now, is it fair to the taxpayers if one pays someone more than the going rate? It depends on whether the judges feel they are getting their monies worth. There are seven judges sitting at the table. Obviously, people must be evaluated. Is the District paying more than it needs to pay? It is a fair question and the District owes it to the taxpayers to ask and then answer that question; take a serious look at all of the factors, e.g., how reliable they are, how effective they are, etc. That is also true of teachers. If he had been told when he was a teacher that the District needed to look at whether the taxpayers were getting their money's worth and the District needs to make an evaluation, he would not have been happy. If the District felt he were worthy of the money being paid, then the District would tell him to forget about the money he was being paid, he would be hired again and he would be expected to function routinely after that. He believed he would have taken the position that if the District were going to evaluate him; it needed to do that first before telling him he would be fired or laid off and then make adjustments. He felt it was reasonable to consider outsourcing. However, if the Board of Education was going to do it, the process should start in October and have the bidding process completed by Winter Break; then it could spend three months taking a look at how much money the District was going to save and what effect it would have on the custodians and the school and then make a decision before the 90-day deadline. Because of the provisions in the contract, in order for the Board of Education to consider whether to outsource custodians, the District has to make an announcement by April 1, otherwise it could not be considered in the

first place. He happens to know that it would have been impossible for the Board of Education to make a decision last October/November because 1) a new superintendent, 2) a new school board, and 3) the District was still suffering with the Cicero Township Treasurer's Office. That is not the fault of the custodians. The appropriate thing for the District is to do an evaluation. He asked the Board of Education members to 1) vote no on the proposition of making a decision to go into effect before this contract ends, 2) negotiate a one or two-year contract and 3) make it known that the District would start an evaluation 9 months before end of contract, as that is the professional thing to do. He did not believe that an effective evaluation could be accomplished between now and April 1 in order to give people a concrete decision. He believed that the practice of laying people off and then re-hiring them should not be done. It is not done for administrators, teachers, or other staff. He reiterated his request that Board of Education members vote "no."

Mr. Rigas agreed with 95 percent of what Dr. Lee said. The District owes it to the taxpayers; the Board of Education is only responsible to the taxpayers. He believes the Board of Education would be negligent in its actions if it did not explore all opportunities. The Board of Education will be voting on two more items at the meeting, which will affect the teachers. Dr. Lee noted that the distinction between the teachers and the custodians is that they are non-tenured teachers. He found the manner in which teachers were annually released and then hired back was despicable. Mr. Rigas stated that it was the law and that is what the Board of Education has to do under the law and the contract; what the Board of Education is voting on is subject to the law. That is what it will do over the next ninety (90) days. No one will be out of a job tonight, no matter what the vote is. In addition, the custodians have better rights than the faculty because if the Board of Education chooses to outsource, they will be given a job outside of the building with comparable rights. They must give similar benefits and that could mean similar wages. They have better rights than teachers.

Dr. Millard understood that this was not a layoff; the District is abiding by the contract to notify the custodial people ninety (90) days prior to outsourcing. She understood how they felt. She heard everything said and she values these people. The Board of Education has heard from many other schools that there is a lot of money to be saved by outsourcing and it involves real investigation. She did not want to lose the people who are part of the community. She still wanted to consider whether to support the resolution or perhaps begin the process again in the fall.

Ms. Fisher agreed with Dr. Lee, Mr. Rigas and Dr. Millard's comments. Personally, she did not favor outsourcing, because of what is lost in that bargain and she did not disagree with a single thing said in terms of human behavior and what is value-added to a job. There has been a great deal of that in this institution and she thought that there was a reason to pay more money something like that. This institution is a school and there are students in the

school. However, John Rigas is not wrong in saying that the Board of Education has a fiduciary responsibility to consider how the tax dollars are being spent. The Board of Education needs to consider it so that when a decision is made, there is an understanding of what the dollars are paying for and getting that added benefit of having one's own staff. It is a difficult decision to make. She could not support the resolution, however, as it says that the Board of Education has decided to subcontract all services, due to a decision to enter into a contract; that is a conflict. The Board of Education has not made a plan to outsource nor has it made a decision. In the language, the letter says this dismissal results in a decision to outsource. There is no such decision on the table. She could not support this resolution.

Mr. Allen stated that the resolution did not say what it should say or reflect the Board of Education's intention. He was moved by what he heard today and he was affected by the number of emails the Board of Education received on the issue. He was forced to reflect back on his own personal experiences as to what it is one does for a living and consider those. He also has a responsibility to the taxpayers; it may be that the value of the O.P.R.F.H.S. staff is greater than the 2 percent saved, yet he could not ignore a chance to have that two percent more to have educational supplies. It may be that ORPFHS is better off, and for what he was hearing, O.P.R.F.H.S. may be better off, but he needs to maintain his fiduciary responsibility. However, he needed a resolution that would reflect what the Board of Education agreed to do and the one presented did not. Mr. Edgecombe noted that he had asked counsel to provide him with the language of the resolutions, as this is a question and that there was no equivocation in the resolution. Counsel advised that if the District were going to follow the law, then it had to do it in an affirmative action. Counsel advised that to alter the resolution would not be possible in keeping with the law.

Ms. Fisher stated that the Board of Education has a fiduciary responsibility to look at all options and the specifics of outsourcing have not yet come before it and it has not yet had the opportunity to make that considered decision-making process. If the resolution is to fulfill the legal requirements, it puts the Board of Education in a position of not being able to support it. Mr. Rigas reiterated it was the same thing that the Board of Education would do to the teachers.

Ms. Patchak-Layman also focused on the phrase, "...due to the decision to enter into a contract with a third party...." The Board of Education did not make a decision on that; there was conversation, but there was no decision. A decision would have been made in public so that everyone would have known.

Mr. Allen agreed that the resolution did not tell the citizens what the Board of Education really intend to do. It may be what is done for teachers, but they are accustomed to that process. The custodians have not been through this process.

Mr. Conway agreed that the District could save tax dollars and that they would be saved on the backs of custodians. The question becomes, “How would it be spent?” That is a big question. He knows from experience that owners of the outsourcing firms earn the profit and they pay their workers the minimum with little benefits; he could not support that level of employment.

Ms. Patchak-Layman’s review of the numbers fluctuated from at first saving the District \$1 million to between \$500,000 and \$600,000 per year to, perhaps, \$1 million saved over three years. She suggested that the Board of Education have this conversation in a neutral situation. She understands that the custodial staff is vital to the workings of the school and that those twenty-eight people work with the attitude of what is best for the students. They are the school’s allies and that is how the Board of Education should look at all of its employees, as they relate to students.

Dr. Millard asked if there were a differential in the wages depending on the shift worked. The response was affirmative; the differentiation is approximately \$.40 to \$.45.

The resolution did not move forward for lack of a motion.

**Approval of
Certified Staff
For Tenure**

Mr. Allen moved to approve the Certified Staff listed below for Tenure, seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

Brandi Ambrose (Counseling)
Toni Biasiello (History),
Doug Brown (Drivers Education),
Annamaria Carparelli (World Languages),
D. James Chichester (Science)
John Costopoulos (Science)
Merci Diverde (World Languages),
Jane Graham (Physical Education),
Peter Hostrawser (Business Education),
Kristine Johnson (Counseling),
Eleanor McGuire (History),
Gary Miller (Special Education),
Stephanie Oliver (World Languages),
Jennifer Roth (Drivers Education),
Sara Venhorst (Counseling),
Mary Young (Special Education).

**Approval of the
Resolution
Authorizing the
Dismissal of**

Dr. Lee moved to approve the resolution authorizing the dismissal of the probationary Non-Tenure Staff; seconded by Mr. Allen.

Some Board of Education members noted their reluctance to this process. Mr.

Probationary Non-Tenure Staff

Edgecombe reported that some of these teachers would be asked to return depending on what occurs in sectioning. Unless action was taken that evening, the District would be obligated to provide a teaching position for these teachers.

Ms. Patchak-Layman asked if the teachers knew how well they did at the school and where they stood professionally. Mr. Edgecombe stated that these were not releases based on performance; they were due to staffing needs for next year.

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

Sabbatical Leave Applications

Mr. Allen moved to approve the Sabbatical request of Kristin Knake for the 2008-09 school year; seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

Update on Student Achievement

Dr. Weninger referenced his memo in the packet regarding student achievement. He plans to look at those students who get scores of fourteen (14) and under on the EXPLORE test as a predictor that they would not be as successful without this program in their sophomore year. The District wants to look at the pool and then determine how to separate it.

Ms. Patchak-Layman clarified that in reading and math and with the incorporation English and science, it is different from putting students in classes and providing individual support to remain in those classes. The District will assign students to College Prep English classes knowing their scores and will provide support. Dr. Weninger affirmed that. The District does not want to take students out of regular classes and put them in basic classes with additional support. They will remain in their same placement with additional support. Small teams may be developed so that there may be students in some classes that do not get 14 or under. Ms. Patchak-Layman asked if all of the pieces fit these students or were they part of the incoming 800 students. Dr. Weninger responded that they were for the 150 students.

Closed Session

At 12:00 p.m., on March 21, 2008, Dr. Lee moved to go into closed session for the purpose of discussing the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity. 5 ILCS 120/2(c)(1), as amended by PA.93—57; 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); Student disciplinary cases 5 ILCS 120/2(c)(10); the placement of individual students in special education programs and other matters relating to individual students 5 ILCS 120/2(c)(11); seconded by Mr. Allen. A roll call vote resulted in all ayes. Motion carried.

At 12:20 a.m. on Friday, March 21, 2008, the Board of Education reconvened its open session.

**Personnel
Recommendations**

Dr. Lee moved to approve the personnel recommendations as presented; seconded by Ms. Fisher. A roll call vote resulted in six ayes and one nay. Mr. Conway voted nay.

Adjournment

At 1:15 a.m. on Friday, March 21, 2008, Mr. Rigas moved to adjourn the Board of Education meeting; seconded by Mr. Allen. A roll call vote resulted in all ayes. Motion carried.

Jacques A. Conway
President

John P. Rigas
Secretary