

October 13, 2011

The regular Board meeting of the Board of Education of the Oak Park and River Forest High School was held on Thursday evening, October 13, 2011, in the Board Room.

Call to Order

President Millard called the meeting to order at 6:41 p.m. The following Board of Education members were present: Valerie J. Fisher, Terry Finnegan, Dr. Ralph H. Lee, Amy Leafe McCormack, Dr. Dietra D. Millard, Sharon Patchak-Layman, and John Phelan. Also present were Dr. Steven T. Isoye, Superintendent; Cheryl L. Witham, Assistant Superintendent for Finance and Operations and Treasurer; and Gail Kalmerton, Executive Assistant/Clerk of the Board.

Closed Session

At 6:31 p.m., on Thursday October 13, 2011, Dr. Millard moved to enter closed session for the purposes 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); Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes. 5 ILCS 120/2(c)(11); Student disciplinary cases 5 ILCS 120/2(c)(10); seconded by Mr. Finnegan. A roll call vote resulted in all ayes. Motion carried.

The Board of Education reconvened its open session at 7:44 p.m.

Joining the meeting were: Philip M. Prale, Assistant Superintendent for Curriculum & Instruction; Nathaniel L. Rouse, Principal; Michael Carioscio, Chief Information Officer; Amy Hill, Director of Assessment and Research; Dr. Tina Halliman, Director of Special Education; James Paul Hunter, Faculty Senate Executive Committee Chair; Jack Hendrix, Student Council Board of Education liaison and James Paul Hunter.

Visitors

The Board of Education welcomed the following visitors: Kay Foran, Communications and Community Relations Coordinator; Judith Lopez, Media Services Division Head; Kathy Bauman and Julie Rano, community members; Terry Raeburn chair of Students 4 Success (AKA PTO); Bill Dwyer of the *Pioneer Press*; and Terry Dean of the *Wednesday Journal*.

Public Comments

Kathy Bauman, resident of 178 N. Scoville, Oak Park, spoke to the Board of Education informally on behalf of the neighbors about the changes in the neighborhood as a result of the implementation of the Modified Closed Campus (MCC). The neighbors felt students were in the place they belonged—in school. While there is less trash, less annoyances, less loitering, fewer cars seen cruising the alleys in search of students, etc. the neighbors' concern had always been for the students' safety. She liked the parent opt out option. She was surprised that there was no plan to ease overcrowding in the cafeteria. She urged the Board of

Education and the administration to work on that quickly as students were complaining that they feel like they were being disciplined. Ms. Bauman asked the Board of Education to preserve the MCC, because it was having a positive impact on academics and socialization.

Julie Rano, resident of 20 Franklin Street in River Forest, the site supervisor for the FACE IT Program, an assistant principal at Morton West (which has a closed campus), and the parent of a freshman, who is ADHD and has anxiety disorder, said it took courage to close the campus and she has felt the effect of it. She was very impressed with the administration's ability to devise a plan in just three months' time, as it included money, involvement, and buy-in. Every faculty member she has spoken with is pleased with what has been happening in the hallways; it is providing a safer and calmer environment. She volunteered to participate in the Lunch Hour Task Force as she had some ideas to share. Her daughter now has a place where she feels she is learning and is safe. She is getting A's and does not feel the frantic pull of trying to be part of the social life in and out of school during lunch. She added that FACE IT parents are relieved that their students are safe during the school day.

Introductory Reports Student Council Report—Mr. Hendrix reported that Student Council is working on the following:

- 1) A blood drive and the logistics of resolving last year's problem of students being late to class because of their desire to participate. Students who are 16 years old may donate blood with parental permission.
- 2) Ideas for the Student Center.
- 3) Bringing in outside food once a month, i.e., Potbelly or Jimmy Johns.
- 4) A charity week, which would support a different charity every day. Games might be set up in the Student Center.

Superintendent Report Dr. Isoye asked Principal Rouse to update the Board of Education regarding MCC. Mr. Rouse reported that the third meeting was held Thursday, October 6, and it focused on short-term solutions for additional opportunities for students during lunch. Students wanted to open the Little Theatre to students so that they could work on homework, relax, etc., but not eat in this space. An announcement will be made through the Student Bulletin that this space will be available next week. Discussion has ensued about having soft Starbuckery in the space as a way for students to talk appropriately in the space, while not interrupting students who may be studying. This space is ideal because it has the arm bar with the mini desk similar to lecture halls in colleges. The administration is looking for portable furniture to use in the Student Center so that it could be moved at the end of lunch periods. Discussions are ensuing about securing the furniture and the use of the space.

Discussion also ensued about using the upstairs gallery area as a lunchtime study/tutoring center. Sound issues should be minimal due to overhang. Appropriate study furniture would be needed for this area as well.

The Task Force will continue to meet every other week. The next meeting is scheduled for October 28.

Mr. Rouse presented the following statistics as of October 7, at the end of the progress-reporting period for first quarter for juniors and seniors:

- 75% are still eligible for Open Campus Lunch;
- Period tardies are down 25% as of October 6;
- Unexcused absences are down 31% as of October 6;
- Failing grades are down 15% from last year.
- Discipline occurrences are down 36%;
- The number of students in the discipline system is down 24% from last year.

Mr. Rouse congratulated the juniors and seniors for modeling more appropriate behavior and attendance for the entire student body.

Mr. Rouse thanked Mr. Imani Shumpert, Class of 2008, and number 17 of the first round draft pick of the New York Knicks, for speaking to student athletes this week about hard work and the importance of education.

Parent Visitation Day for current OPRFHS parents is Tuesday, October 18.

The Lunch Hour Task Force now has 30 participants. Its next focus will be on subcommittees, one of which will be communication to determine how information can be disseminated to parents and students, e.g., website, etc. This task force wants to report directly to the student body about the changes that are occurring.

Dr. Lee reminded the Board of Education that several years ago, it had received data about the high correlation of one's GPA to one's experience in the discipline system. The data that Mr. Rouse presented was significant and it would be important to tie this into GPA averages, as had been presented in the past.

Dr. Isoye attended 1) the Superintendent's roundtable for discussion about communications from the Director of Communication at IASA; 2) an IASA presentation with Lauren Smith and Donna Sebestyen about the new legislation regarding principal and teacher performance law and timelines, and Senate Bill 7 timelines and legislation.

Courageous Conversations About Race training began with a full day of training with administrators and teacher leaders, presented by Pacific Education Group.

The Board of Education and he enjoyed an opportunity to mingle with other elected officials and chief officials at the BBQ hosted at the Oak Park Conservatory. The Board of Education held an evening retreat on September 19 focusing on student achievement data. This was an extension of the data reported at the board meeting and an opportunity for the Board members to begin to see entry and exit data of the students.

Mr. Isoye met with Dick Chappell of the River Forest Community Center about how the day care and CITE programs were going for the year.

The Oak Park Management Council at its last meeting talked about 1) technology and 2) how the different taxing bodies may be able to work together.

A team of individuals attended the School College Partnership Workshop, which is an opportunity for the District to discuss its work with the other Des Plaines Valley Region High Schools and to articulate with Triton College.

Dr. Isoye reported that Mr. Carioscio, Mr. Prale, and he attended a conference sponsored by *Education Week* on Boosting Student Achievement. This looked at teaching in the current technology age.

On Wednesday, Dr. Isoye attended the Pioneering Healthy Communities GreenTown conference and one of the many PEAC meetings for the State.

Media Services

Judith Lopez, Library Media Specialist, shared a presentation with the Board of Education on the services and goals of the Media Services Department. She informed the Board of Education that libraries today have much more to offer students in terms of digital technology and resources such as Web 2.0 and online databases that address and support the various learning styles of our students. Media Services aligned its own goals to the District's goals as follows:

1) Racial Equity

- To promote reading for all students.
- To select, acquire, and manage library resources that are racially equitable and support curricular and recreational activities.
To accomplish these goals our Action Steps are:
 2. Conduct booktalks that promote books from various cultures.
 3. Select, acquire, and manage resources that reflect various cultures.

2) Student Engagement and Achievement

- To support the information needs of all students, recognizing a wide range of learning abilities, styles, and needs.
- To promote the development of information literacy and technology skills through individual and group instruction.
To accomplish these goals our Action Steps are:
 - Offer differentiated library instruction for all students.
 - Collect library materials, such as Playaways, eBooks, downloadable audiobooks, databases, and traditional books for various learning styles and preferences.
 - Promote Abe Lincoln book award nominees and Voting Party.
 - Create common information literacy lessons and assessments based on the I-SAIL and Common Core Standards.
 - The differentiated instruction and educational tools used to address and support multiple learning styles includes:
 - Such as Web 2.0 tools which allow our students to create videos, movies, digital posters and enhance presentations.
 - Playaways which allow students to listen to a book or pair it up with the book while reading along. (show books)
 - eBooks – which allow students to read a book on their computer, iPad, eReader, and smartphone devices.

- Databases that are easy to use, student-friendly and offer podcasts and videos that support auditory and visual learners.
 - This year the Library is also promoting the Abe Lincoln Book Awards by promoting the nominees and holding a Voting Party in February. (reading teachers)
 - Develop common lessons and assessments in information literacy and research skills.
- 3) Learning Environment and School Culture
- To provide an inviting and safe physical and virtual environment for the library program.
 - To promote collaborative planning and professional development with teachers.
- To accomplish these goals our Action Steps are:
1. Create an easy to use and student friendly library web presence.
 2. Implement a more appealing model of displaying books to promote a culture of learning and pleasure reading.
 3. Enhance pathfinders for teachers and students.

**Salary
Compensation
Report**

Per Public Act 096-0434 The District posted a report identifying all compensation and Board paid insurance for administrators on the District’s website prior to October 1, 2011. The compensation report includes all administrators, not only certified personnel, as required by law. Additional requirements include the posting of all contracts. This includes the contracts between bargaining units and individuals. Per the Board’s instruction, a listing of all certified staff members and their compensation is posted on the District’s website.

The law requires only certified administrators but the District has added all certified staff.

**Faculty Staff
FTE Report**

Ms. Smith presented the Faculty/Staff Report and Employee Profile Information for 2011-2012 based on October 1, 2011 data. The Faculty Profile for 2011-12 includes all certified teachers, supervisors, coordinators, counselors, deans and the portion of Division Head responsibilities devoted to classroom teaching. For Non-Certified employees, the employee statistic includes individuals from Buildings and Grounds, the Classified Personnel Association, Food Service, the Non-affiliated Group, and the Safety and Support Team.

No significant change has occurred from the previous year with regard to the movement of staff in and out or the racial component. With regard to recruiting efforts, the high school’s African American Faculty Advisory Council is providing a listing of black fraternities and sororities, and a Twitter page was set up to solicit people for job fairs. The Human Resources Department does have statistics on applicants and a report on the applicant flow log will be given next year.

**Sabbatical Leave
Report**

The Board of Education received a sabbatical report from Betsey Farley as a fulfillment of the Sabbatical Leave process requirement. Ms. Farley was granted sabbatical leave for the 2010-2011 school year. Ms. Farley will also share her experience with other teachers via workshops.

**Student Transfer/
Withdrawal Report**

The Board of Education received the Student Withdrawal/Transfer which provides the category, reason, and year of the students who are no longer enrolled at OPRFHS. It was noted that the mobility rate has remained constant.

NCLB Consolidated

Mr. Prale presented the annual NCLB Consolidated Grant update. The Grant includes two entitlement grants, Title I and Title II-A. This report updates the Board of Education on how the funds are allocated and expended.

The FY 12 allotments for this grant were lower than the previous year; this may be a trend. These funds may eventually disappear and the District may need to consider where to put its resources.

Title I funds are used to accelerate the achievement of approximately 200 targeted ninth-grade students, those students who have been identified based on standardized test scores which are 50% below grade level performance in reading and/or math. Ninth-grade students are targeted as opposed to a general program because OPRFHS does not have 40% of its population that qualifies for the Free and Reduced Lunch Program: only about 20% of the students do. Students achieving at 30% or below grade level are being affected by this program, but not enough. For those students in the 35 to 50%, only average growth occurs, not accelerated growth. This discussion prompted building wide changes and this year the Title I program includes the following features:

- A portion of the FTE cost for a reading specialist who will assist in the implementation of a research-based reading program to accelerate student-reading levels.
- Professional development for teachers working with ninth and tenth grade college prep and pre-college prep students.
- Support for revised curriculum for teachers working with ninth and tenth grade college pre and pre-college prep students
- Supplemental educational services for eligible students
- Summer transition programs to improve reading, math, and student organizational and classroom success skills and strategies.
- Additional supplies and materials for parent meetings, classroom activities, and eligible student needs.

The NCLB guidelines require that at least 10% of the Title I grant for professional development of teachers providing services to Title I students and that 20% is allocated for supplemental educational tutoring services (SES). A new piece was suggested by the auditors to include a parent participation compact which was added to the Board of Education policy to improve the quality and quantity of parent participation in implementing the Title I portion of the grant.

Policy 1410

It was the consensus of the Board of Education to approve Policy 1410, Rental of Facilities, for First Reading, as presented except for the following amendment under the Action portion of the agenda.

Class VI: No changes would be made.

The amendments presented reflected the conversation and the language proposed in the classification or description of Class II. The recommendation is to replace the language “which approximate operating costs, as approved by the Board” with “in accordance with the facility rental rate schedule.” Then add a new Class VII, which specifically speaks to the named feeder groups and a per participate fee. The Board of Education will determine the criteria to define a feeder group no later than June 30, 2013; this will allow the criteria to be set and to have discussions with the feeder groups. The intent is that every two years, new feeder groups could be considered as well as the stated groups to be reconsidered.

Discussion ensued about whether the Board of Education or the administration should approve the rental rates. Ms. Patchak-Layman felt the Board of Education should approve them, just as it does for textbook review, etc., so that there is a checks and balance for the community. While the current policy states that the Board of Education approves the fees, it does not. Discussion about this issue was to allow the administration to continue to set the rates.

In response to a question from Dr. Lee about how much the high school was subsidizing feeder groups, Ms. Witham reported that originally the overall revenues the District had expected to receive were \$80,000, but that this recommendation was for was \$28,000. While the impact to the District is closer to \$80,000, the Board of Education valued the feeder groups and asked the administration to consider a lower figure. The national average cost recovery was \$17.90 per student. OPRFHS had been charging \$24 per student. Mr. Finnegan stated that the reason for a discount was so that feeder groups could prove to the District that they maintained the reason for getting the discount. One factor to be considered is how open it is to the students and the community. Ms. McCormack added that the high school belongs to the communities and these are the future students of the high school and the community.

Discussion ensued about whether the policy should include a specific dollar figure for the administrator fee or if it should be omitted. The participation fee is \$10 per student per season, no matter the length of season.

Mr. Phelan questioned why the words “will be charged one half of the rate applicable for Class II rentals with reoccurring rental contracts” in Class IV was deleted. It was explained that the rate on the chart was half price.

Discussion ensued about insurance for students on visiting teams. Ms. Witham explained that the high school’s insurance is responsible for all students competing at these facilities. When OPRFHS students compete at other schools, their insurance is responsible.

Policy 4220

It was the consensus of the Board of Education to approve Policy 4220, Retirement Benefits—Non-Certified Professionals and Managers, for first reading as presented, under the Action agenda.

Senate Bill 1831 (Public Act 97-0609) made several changes to the IMRF statute. Effective January 1, 2012, employers are required to pay that portion of the present value of a pension attributable to earnings increases exceeding the greater of 6% or 1.5 times the increase in the CPI-urban Accelerated Payment. The current policy

exceeds both of these. The new law allows for an exception, if in effect prior to January 1, 2012. The administration recommends a two-tiered system for these employees. The exception would grandfather employees who are at least 60 years of age and have 15 years of service with the District or have 30 years of service with the District as of June 30, 2012. Employees hired after July 1, 1995 will give the District no less than 14 months' notice of retirement, instead of 4 months, and 2) unused sick leave will be reported to IMRF as a service credit as opposed to being paid out under the original policy.

Mr. Finnegan noted that these amendments would protect a number of important tenured people in the District from having to make an immediate decision as to whether to leave or stay. The District does not want to lose these people and it needs to be in accordance with the law. The District would have to pay a penalty if it did not change its policy.

Ms. Smith noted that this was an effort to be fair to its employees who are not part of a bargaining group. It is an operational compromise without having a huge disruption of people leaving. The state understood this fact and that is why it is authorized under the statute. Mr. Phelan commended the administration on striking a balance for the District. Ms. McCormack asked which Districts were grandfathering all of their employees in their policies.

Consent Items

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

- Acceptance of gifts and donations as presented; and
- the Check Disbursements and Financial Resolutions dated October 13, 2011;

seconded by Ms. Fisher. A roll call vote resulted in all ayes. Motion carried.

**Personnel
Recommendations**

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

Note: The Human Resources Department is tracking student demographic information.

Student Recognition

Dr. Millard moved to approve the Resolution Recognizing 2012 Semifinalists in the National Merit Scholarship Competition, the 2012 Semifinalists in the National Achievement Scholarship Competition, and for the 2012 National Hispanic Recognition Award Recipients, as follow:

Semifinalists in the National Merit Scholarship Program:

John S. Belcaster
Kristin A. Binder
Emma G. Binns
Kathryne Bruhns
Elam Coalson
Caroline F. Connolly
Noah H. Cramer
Benjamin J. Dranoff
Nathaniel W. Ford
Lauren E. Frost
Anna M. Gaebler

Emily Gill
Gregory Martin
Elizabeth A. Monaghan
Constance E. Panton
Gregorio T. Ramel
Mary F. Skapek
Stephen I. Skapek
Alexi T. Stocker
Adam C. Wood
Victoria A. Zapater-Charret

National Achievement Semi Finalist Winner:

Wesley Sapp

2012 National Hispanic Recognition Award Recipients:

Cristian Delacotera (Scholars)

Victoria Zapater-Charret (Scholars)

Caleb Awe (Honorable Mention Nominee)

Commended Students Dr. Millard moved to approve the Resolution Recognizing 2012 National Merit Program Commended Students as follows:

Caleb S. Allan
Reuben R. Bauer
John Burns
Mark J. Carioscio
Alex C. DeCorrevont
Andrew T. Drumm
John J. Farrell
Evan R. Fisher
Alexandria P. Frisch
Jack T. Gilbert
Sofia L. Gnabasik
Jason B. Hameister
Laura C. Harrison
Matthew E. Johnson
Isabella L. Kimrey
Claire E. Kowal
Julia R. Levy
Ellen M. Lipo
Madeline N. Lyons
Alexjandro Mankin

Nicholas Matesanz
Michael G. Messina
Mahala G. Miller
Isabel R. Monaghan
Hannah K. Monson
Kristen K. Nassar
Abigail M. Nevins
Lucas J. Pritz
Haley J. Rea
Natalie A. Rosseau
Hanna P. Sher
Jacob D. Sherman
Peter G. Slattery
Svetlana K. Slavin
Lauren Steinke
Jackson P. Todd
Marian C. Vulinovic
Samuel W. White
Andrew R. Wolford
Danielle P. Zarbin

District Reports

The Board of Education members submit written reports about their liaison commitments and they are embedded in the agenda. Mr. Phelan submitted a report about Citizens' Council.

Terrie Raeburn, resident of 134 Jackson Avenue, and chair of Parents 4 Student Success, which is working under the PTO charter, reported on its first meeting.

- 1) 40 parents attended
- 2) its focus is student success and achievement, highlighting things in the building for teachers, getting parents involved, and information as to where the school is

3) Discussion included parent involvement and outreach.

Ms. Raeburn thanked Mr. Hunter and Ms. Hardin (Faculty Liaison) for their participation. The next meeting is October 17 and it will explore 1) an Oscar night for students and teachers; 2) parent and teacher resources at park districts and community centers; 3) a teacher/student survey; and 4) best practices to support the learning community and bring greater focus on the issues. Ms. Raeburn will share its calendar with Board of Education members.

Dr. Lee, Dr. Isoye and other administrators will attend a Community Forum, sponsored by APPLE, at 7:00 p.m. at Village Hall on October 20. The hosts are Chief Tanksley and Professor John Duffy. Dr. Millard encouraged other Board of Education members to attend if possible.

Closed Session

At 9:48 p.m., the Board of Education reconvened its 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); Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes. 5 ILCS 120/2(c)(11); Student disciplinary cases 5 ILCS 120/2(c)(10).

The Board of Education resumed its open session at 12:43 a.m.

Notice to Remedy

Dr. Millard moved to approve the Notice to Remedy presented in closed session; seconded by Mr. Finnegan. A roll call vote resulted in all ayes. Motion carried.

Adjournment

At 12:45 a.m. on Friday, October 14, 2011, Dr. Lee moved to adjourn the Board of Education meeting; seconded by Ms. Fisher. A roll call vote resulted in all ayes. Motion carried.

Amy McCormack
Secretary

Gail Kalmerton
Clerk of the Board