

June 2, 2016

A special meeting of the Board of Education of the Oak Park and River Forest High School was held on June 2, 2016 in the Board Room of the high school.

- Call to Order** President Weissglass called the meeting to order at 6:40 p.m. A roll call indicated the following members were present: Fred Arkin, Jennifer Cassell, Thomas F. Cofsky, Dr. Steve Gevinson, Dr. Jackie Moore, Sara Dixon Spivy, and Jeff Weissglass. Also in attendance was Dr. Steven T. Isoye, Superintendent; Frank Danes, Interim Human Relations Director; Tod Altenburg, Chief School Business Official; and Gail Kalmerton, Executive Assistant/Clerk of the Board.
- Visitors** Steve Schering of the Oak Leaves and Michael Romain of the Wednesday Journal.
- Closed Session** At 6:42 p.m., Mr. Weissglass moved to enter 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; seconded by Ms. Cassell. A roll call vote resulted in motion carried.
- At 7:00 p.m., the Board of Education recessed its closed session and resumed its open session.
- BOE Member Registration Fees** Mr. Weissglass moved to ratify the District’s payment of the Beyond Diversity registration fee for Ms. Cassell & Ms. Spivy, per Policy 2:215, Board Member Expenses; seconded by Ms. Spivy. A roll call vote resulted in all ayes. Motion carried.
- Closed Session** At 7:11 p.m., the Board of Education resumed closed session and resumed open session at 7:34 p.m.
- Consideration of Separating Interim & Permanent Superintendent Search And identify Additional Firms** It was the consensus of the majority Board of Education members not to separate the interim and permanent superintendent searches and not to identify additional firms as both School Exec Connect and BWP were capable. It will be incumbent on the Board of Education to prepare whichever firm is hired in terms of the search. Each of their contracts included both the interim and the permanent searches.
- Interim and Permanent** At the Board meeting on May 26, 2016, the Board of Education heard presentations from two search firms, B.W.P. Associates and School Exec

Superintendent Search

Connect (SEC). During deliberations following those presentations, the board decided to proceed as follows:

1. Schedule a special board meeting for Thursday, June 2 to discuss:
 - a. Whether to separate the interim search from the permanent search.
 - b. Whether to try to identify and request information and presentation from additional firms and how to go about that process.
 - c. If desired, whether to approve the hiring of one of the two firms that have already presented.
2. Ask each board member to provide additional questions they may have for one or both of the firms that presented on May 26.
3. Ask each board member to provide their preference between the two firms, if any, and their reasons.
4. Ask each of the firms whether they would be willing to be engaged for the interim search only, and under what terms, while the board continued to work to determine who would be hired for the permanent search.
5. Determine how IASB could assist with an interim search.

Last week presentation from the 2 search firms and had gotten to that from criteria for inviting them that 3 firms were the most likely and D97 did an RFP and had presentations from those two firms and in our conversation decided to schedule a special meeting tonight to consider:

Ms. Cassell moved to direct the administration to enter into a contract with BWP for the interim and permanent superintendent search; seconded by Dr. Moore. A roll call vote resulted in four ayes and two nays. Dr. Gevinson and Mr. Arkin voted nay. Mr. Cofsky already departed.

The BOE had considerable discussion about the pros and cons of each of the firms, some of which had both, and while some had a preference most noted that they could work with either of the firms because they were both experienced professional firms.

SEC **Pros**

- 1) better understanding of community, and the BOE defines who the best candidate would be.
- 2) the responses to the BOE questions were better
- 3) its elaboration on the community engagement process was better
- 4) Dr. Robbins experience as superintendent at Leyden High School would be an asset as she understood the issues at OPRFHS.
- 5) better national and regional networks and membership, high recruitment ability.

Cons

- 1) knowledge of community might make them less responsive to the Board of Education's desire. One of the consultants lived in Oak Park and a parent of an OPRFHS student
- 2) Did not speak about their prior work with the Board of Education
- 3) relies on people to respond to their postings
- 4) the male presence was very strong

BWP

Pros

- 1) Percentage of recruited candidates was greater
- 2) Understanding of equity needs
- 3) Think BWP is higher impact choice to dig more deeply into equity discussions and open to more guidance as to where to look nationally.
- 4) better national and regional networks and membership, high recruitment ability
- 5) More collegial

Cons

- 1) Promise not to recruit for 1 contract versus SEC's promise not to recruit for 2 contracts.
- 2) Did not speak about their prior work with the Board of Education.

Adjournment

At 8:44 p.m., Mr. Weissglass moved to adjourn the Special Board Meeting; seconded by Ms. Dixon Spivy. A voice vote resulted in all ayes. Motion carried.

John Weissglass
President

Sara Dixon Spivy
Secretary

Submitted by Gail Kalmerton
Clerk of the Board