

**Oak Park and River Forest High School
201 North Scoville Avenue
Oak Park, IL 60302**

**ADJOURNED POLICY, EVALUATION, AND GOALS (PEG) COMMITTEE MEETING
January 28, 2010**

An Adjourned Policy, Evaluation and Goals Committee meeting was held on Thursday, January 28, 2010, in the Board Room of the Oak Park and River Forest High School. Chair Dr. Millard called the meeting to order at 6:07 p.m. Committee members present were John C. Allen, IV, Terry Finnegan, Jacques A. Conway, Dr. Ralph H. Lee, Dr. Dietra D. Millard, Amy Leafe McCormack, and Sharon Patchak-Layman. Also present were Dr. Attila J. Weninger, Superintendent; Philip M. Prale, Assistant Superintendent for Human Resources; Nathaniel L. Rouse Principal; and Gail Kalmerton, Executive Assistant/Clerk of the Board.

Visitors included Kay Foran, Community Relations and Communications Coordinator; James Paul Hunter, Faculty Senate Executive Committee Chair; and Devon Alexander, faculty member.

Consideration of the following Policies for Second Reading and Action

Policy 4119, Nepotism

It was the consensus of the PEG Committee members to recommend to the Board of Education that it approve Policy 4119, Nepotism, for first reading at its regular January Board of Education meeting, as modified.

Dr. Weninger reported that he received the information requested at the January 21 PEG Committee meeting regarding this policy, i.e., a number of nepotism policies from other districts and had discussions with some Board of Education members about how far the policy should go. If the Board of Education wants only supervisory relationships reflected in the policy and the District does not have favoritism in its recruitment and hiring policies would suffice.

The Committee members reviewed the nepotism policies from schools and received counsel from the administration, and decided on the following:

Page 1, Para 3:	Delete
Page 1, Para 4, line 4:	Add “or the Board of Education of Education” after the word “District,”
Page 1, Para 5:	Delete
Page 1, Para 6:	Delete all but the first two sentences
Page 1, Para 7:	Delete

Mr. Allen was concerned about the hiring process. He did not want to prevent qualified people from applying and he did not want to hire people who were not as qualified as others. Dr. Millard suggested including something regarding favoritism or conflicts of interest. Dr. Weninger asked whether future administrators and/or boards of education would know what that meant or how to interpret it. Recently, two relatives of individuals were employed on a temporary basis without a search being conducted. Mr. Rouse felt less was more, other than

addressing the supervisory relationship. It would be a direct conflict to have family members evaluating other family members. He thanked the Board of Education for pushing this in the right direction.

Ms. Patchak-Layman wanted clear procedures for hiring. Family of candidates should be not included in any part of the hiring process. There is often a crossover into those categories where it appears that someone knew how to get the job without seeing an announcement for the position. If the District is following the procedures that all positions should be posted so that everyone has an opportunity to apply for it, then the process is clear. Dr. Millard suggested looking at that separately from the nepotism policy.

Policy 5136, Student Travel

It was the consensus of the PEG Committee members to recommend to the Board of Education that it approve this policy for first reading at its regular January Board of Education meeting, as presented.

Dr. Weninger pointed out the following:

- Travel expenses to the IHSA competitions, approved by the Superintendent, would be paid for by the District.
- When employees have the Superintendent's approval to transport students alone in their own vehicles, their individual insurance will be primary and the District's will be secondary.
- The District uses the same qualifiers as the State of Illinois does regarding driver's licenses of good standing.
- The Superintendent shall develop procedures which permit students to travel home from a specified event with their parent(s) provided prior approval has been granted by the appropriate and immediate coaches/sponsors of the students and the events
- If an employee is a parent, that employee would be considered a parent even when driving the friends of his/her son or daughter home.

Mr. Stelzer, Ms. Milojevic, Ms. Witham, and Mr. Keeley have all reviewed this policy.

Additional Matters for Discussion

Board of Education Goals

It was decided to continue this discussion at the regular Board of Education meeting scheduled directly after this meeting under non-agenda items.

Adjournment

At 7:00 p.m., on Thursday, January 21, 2010, the Policy, Evaluation, and Goals Committee adjourned.