

The regular Board meeting of the Board of Education of the Oak Park and River Forest High School was held on Thursday evening, April 29, 2010, in the Board Room.

**Call to Order**

President Protempore and Vice President Lee called the meeting to order at 7:04 p.m. The following Board of Education members were present: John C. Allen, IV, Jacques A. Conway, Terry Finnegan (arrived at 7:24 p.m.), Dr. Ralph H. Lee, Amy Leafe McCormack, Dr. Dietra D. Millard, and Sharon Patchak-Layman. Also present were: Dr. Attila J. Weninger, Superintendent; Jason Edgecombe, Assistant Superintendent for Human Resources; Philip M. Prale, Assistant Superintendent for Human Resources, Nathaniel L. Rouse, Principal; Cheryl L. Witham, Chief Financial Officer; James Paul Hunter, Faculty Senate Executive Committee Chair; Elizabeth Turcek, Student Council Liaison Representative; and Gail Kalmerton, Executive Assistant/Clerk of the Board.

**Student Recognition**

The Board of Education members recognized the following students for their achievement and their coaches and sponsors:

**Wrestlers**

Benjamin Brooks	Laquan Hightower
Samuel Brooks	Charlie Johnson
Chris Dardanes	Michael Powell (coach)
Nick Dardanes	

**Swimmers**

Eric Hallman, All-American; All-State	Peter Quinn (coach)
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**S.C.O.T.I.E.** (Special Commission Tournament Individuals Events)

Danielle Zarbin	Sam Blobaum
Patt Cheney (head coach)	Lynette Welter (assist. coach)
Matthew Johnson (assist. coach)	Michael Ashford (assist. coach)
Sharon Johnston (volunteer coach)	Kevin O'Brien (volunteer coach)

**Snowball**

Eric Bautista	Jasmine Millsap
Mariah	Sam Mrvicka
Bender	Joanne Ragalie
Gwen	Camille Range
Cinelli	Jazmyne Sepulveda
Cailun	Tequilla Thomas
Gangi	Nick Totten
Max	Mina VanMany
Mahalek	Mara Wright

**Special Olympics State Champions**

William Lyons	Andrew Bacalao
Georgia Hunter	Charlie O'Connor
Patrick Milburn	John Gann (coach)
Patrick McCarthy	Joe Ordman (coach)
Kyle Hedlund	Jon Adelman (coach)

**Visitors**

The Board of Education welcomed the following visitors: Kay Foran, OPRFHS Communications and Community Relations Coordinator; Linda Cada and

Peggy Markey, J.P. Coughlin, Sandy Campbell, Pennie Ebsen, Ryan Mulvaney, Naomi Hildner, Peter Quinn, OPRFHS faculty; Dick Chappell of the River Forest Community Center; Jacob Grimm, *Trapeze Reporter*, Bill McCarthy, Carol Milburn, Patti O'Connor, Jon Adelman, Joe Ordman, Ramona, Camille and Ronnie Range, Nancy Leavy, Mina VanMany, Katie Carr, Patrick McCarthy, Andrew Bacalao, Charlie O'Connor, John Gann (coach), Joe Ordman, (coach), Jon Adelman (coach), Luke Zavala, Jim Bell, Gwen Cinelli, Aurika Marnell, Mariah Bender, Terry Raeburn, Ms. Fleming, Bob Halliman, Sharon Johnston (volunteer coach), Kevin O'Brien (volunteer coach), Dr. Charlotte Lee; community members and students; Iris Zaldivar of Citizens' Council; Terry Dean of the *Wednesday Journal* and Chuck Fieldman of the *Oak Leaves*.

**Changes to the Agenda**

None

**Status of FOIA Requests**

Dr. Lee reported that there was one FOIA request and it had been resolved.

**Visitor Comments**

Nancy Leavy queried the Board of Education about when the public at large would have an opportunity to be introduced to the Superintendent-designee, Mr. Steve Isoye. Dr. Lee informed her that the Board of Education was working on that event, but that it would not likely happen until after July 1 due to Mr. Isoye's schedule. Ms. Leavy stated that people would like to get to know more about him.

**Board of Education Comments**

Ms. Patchak-Layman attended the award-winning *Louder than A Bomb* movie and reported that it was excellent and inspiring. The film offered students an opportunity to understand better the competition and how the different teams from across the city compete.

After watching it, she reflected that often people are told to find their own way and do the best for themselves. Those same thoughts came to her when the Board of Education was discussing administrative compensation. The reason given for the suggested increases was that OPRFHS wants to be at the midpoint of the average districts in its comparison group, the Northwest Personnel Association (NWP). The *Daily Herald* reported what the state is paying in retirement incomes, including what the state pays through the Teachers' Retirement System. Many of the schools counted were members of the NWP. As such, she decided that OPRFHS could not afford to be in this cohort of schools. Of the 700 names with the highest retirement incomes, only three were teachers and 184 were from this cohort of schools. OPRFHS had seven retirees, with one of 23 receiving over \$150,000. She did not believe the District nor could the community maintain those salaries. A comment had been made that the Board of Education determines the compensation packages for the employees. She suggested that the Board of Education ask itself if the NWP was a group to which OPRFHS should compare itself. While the economy is improving at bit, these communities have high property taxes and the Board of Education should send a message to the community and to the students. She contended that it was not a good year

to give 4 ½ percent increases and to try to come to the midpoint of these districts and compete with them.

Mr. Allen was invited to be a judge on the Percy Julian Symposium where OPRFHS, Fenwick, and other schools participated. He reported that the level of intensity was phenomenal. He was very impressed with OPRFHS's Science Division. It was a nice reminder that the Board of Education is here for the students. He said the teachers, administration, and the staff do an incredible job.

Dr. Millard complimented Peter Kahn for helping those Spoken Word students who performed their original poetry in the spring showcase held in the Little Theatre. She stated that it was a very energetic group of students.

Dr. Millard also reported that the OPRFHS Science Department hosted a special lecture, funded by a former student, titled "The Climate Crisis." Two specialists were—one an expert on the Arctic and the North Pole and the other, the head of the Environmental Sciences at Northern Illinois University.

Mr. Conway was appreciative of the Board of Education allowing him to attend the phenomenal experience of the Consortium of Schools Educating Boys of Color (COSEBOC) in Washington, D.C. in April. The events included spending one day at the Capitol where conversations were had with four African-American Congressmen. They felt that the civil rights movement of today is education. School districts from California, Texas, New York, and Great Britain attended this conference. There was consensus that schools can only change that of which they have control—the classroom. Schools have no control over where the children come from, their support system, the achievement gap, etc. Mr. Conway's own experience was that the efforts of a few teachers helped his boys graduated; they truly made a difference. Mr. Conway was unconcerned about the achievement gap, as that will take many years to change. His concern was about was the contact, the energy, and the concern that teachers give to the students that cross their paths. The District has to challenge the students and the community needs to push them higher.

### **Student Council Report**

Board Liaison Elizabeth Turczek reported the following.

- 1) Student Council recently participated in the Relay for Life and through its sale of T-shirts was able to donate \$300 to the American Cancer Society.
- 2) Students were eagerly anticipating the new tardy policy, which she felt was a good idea.
- 3) The Mr. OPRFHS competition had a great turnout.
- 4) Her replacement Kristina Vogel, a junior, will attend the next Board of Education meeting. She stated that it had been an honor to be at the Board of Education table. She thanked the Board of Education for listening to her.

The Board of Education thanked her for her service and wished her well.

## **Principal's Report**

Mr. Rouse stated congratulated the junior students on the successful completion of this year's Prairie State Achievement Examinations that took place that week. This test is what the state uses to measure a student's college readiness. Seeing that OPRFHS is entering the corrective action phase per the current NCLB standards, it is hopeful that the junior student's PSAE results speak to the District's commitment to improving its educational services for its students.

Mr. Rouse stated that the Parent Visitation Day structure was modified this year and it presented a concern for those families who have utilized this day as an opportunity to preview classes their students plan to take in subsequent years. He reminded the Board of Education that the purpose of Parent Visitation Day was to provide an opportunity for parents to visit with their students and be a part of their education at the high school. It is not intended to be a preview of what is to come in the future. One of the shortcomings is that the District has struggled to get parents involved in their students' high school experiences. By requiring parents to share this experience in their students' current classes, it forges positive relationships with teachers, as well as providing parents an opportunity to see the inner workings of the current classes in an effort to provide educational support for their students at home.

If parents of high school-aged students feel they need to preview the classes that their students are contemplating taking to have a better understanding of that class, it was an indication to him that the District is not putting its best effort forward in painting the appropriate picture of what those classes entail. The Parent Visitation Day will be evaluated to ensure that the best opportunities are being provided to parents. And for those for have received negative feedback from the students about their parents being in their classrooms, he suggested concentrating on what is in the best interest of their students' academic success.

Mr. Rouse continued that the school was implementing a pilot to address the tardy problem. The guidelines regarding tardies have not changed, just the procedures. Research shows that the schools who have adopted the Plasco Track program have reduced their tardies by 70 percent, meaning that most students would be in class and have the same opportunity to learn. Two groups are responsible for this issue—the students and the adults. Students must make a concerted effort to get to class on time. Adults need to be supportive of the efforts of the school to manage this issue by following the procedures. He felt that sometimes people fall into the habit of not adhering to policies or procedures because we believe that some students do not exhibit the behaviors that the policies or procedures were meant to address on a consistent basis. However, what the District is beginning to realize is that when that happens, students across the hall from that class feel marginalized, especially if their teachers are holding them accountable. If the adults are not consistent, it will not matter what procedures are in place. It is his job to hold the District accountable.

Mr. Rouse also thanked Ms. Turcez for her contribution. He offered congratulations to Ms. Hill for her leadership in the area of the PSAE.

## District Reports

Citizens' Council—Ms. Saavedra thanked the Board of Education for this year and reported that her one year term as co-chair of Citizens' Council was ending. At its last meeting, Linda Cada gave a wonderful report on Special Education at OPRFHS, informing us of the different issues that Special Education students have, be it in school or out of the school.

Citizens' Council will also host a forum on May 19 for two hours. The subcommittee has been working diligently with panel members, to make it proactive in support of the Board of Education, the teachers, the school, and to students on how to live a healthy life. The public is encouraged to attend.

Dr. Lee expressed the appreciation of the Board of Education by reading the following letter.

“Dear Ms. Saavedra:

“The District 200 Board of Education would like to express its appreciation to the Citizens' Council for taking a leadership role in planning, organizing, and hosting the May 19 informational Forum on Teen Alcohol and Substance Use within our community. As you know, one of our major Board goals for the 2009-2010 school year focuses on this critical issue of community and school concern. This Forum will be a crucial first step toward a collaborative effort to address an issue that affects the health, safety, and success of all children in our schools and community.

“As a representative 40 member group of parents and community members, the Citizens' Council is uniquely positioned to initiate and navigate often difficult discussions about the prevalence of alcohol, marijuana, and other substance use among our youth; its ready availability within our Oak Park and River Forest communities; and its impact on student development, behavior, and success. We will not have success in addressing illegal/legal and harmful alcohol, drug, and substance use and its consequences – whether in our homes, our schools, our places of business and work, our parks and sidewalks, or our communities – without such candor, awareness, and support.

“The Board of Education appreciates the broad scope of your vision. It reaches out to and invites all community families and groups, OPRFHS families and groups, institutions, and agencies to become partners in addressing how best to impact adults' attitudes, institutions' responses, and students' choices and behaviors in matters related to alcohol, drug, and substance use and abuse. We are confident that this approach will also help connect more community and school families to effective education, prevention, and treatment information and resources they may need.

“Too often, such initiatives occur only in the aftermath of a tragedy. We applaud – and commit our continuing support to – your proactive efforts.

“With deep appreciation on behalf of the entire District 200 Board of Education,

“Dr. Ralph Lee, Vice President, President Pro Tempore

“Oak Park and River Forest High School District 200 Board of Education”

Ms. Saavedra thanked Dr. Weninger and the Administration for always being transparent and providing everything she had requested during her time as Citizens’ Council Chair.

Huskie Boosters—Mr. Conway reported that the Boosters’ Auction/Dinner Dance was scheduled for Saturday, May 1, 2010.

Alumni Association—Mr. Finnegan reported that the Alumni Association’s inaugural golf outing would be held this summer.

Tradition of Excellence—Ms. Patchak-Layman reported that the Tradition of Excellence Committee would meet in May to begin the process of determining the Tradition of Excellence winners.

APPLE—Ms. McCormack reported that APPLE will meet Tuesday, May 2 and will address the issue of substance abuse.

Faculty Senate—Mr. Hunter read the following statement:

“The faculty applauds the announcement of the hiring of a new Superintendent, Steven Isoye. Mr. Isoye brings a welcome new perspective to OPRF; his willingness to learn about the district and our learning community is refreshing. The faculty is delighted that the Board has encouraged Mr. Isoye to meet with the faculty and staff on May 25. Be assured that the faculty will welcome Mr. Isoye warmly when he starts his career at the high school.

“Now that sectioning is almost complete and most of the staffing needs have been met, the faculty is anxious to see how registration and class composition decisions are managed. We hope that these decisions will prioritize the welfare of our students above all other considerations.

“The Board was recently asked by a past member of the Board to approach district concerns in a positive fashion. Unfortunately, comments at recent Board meetings suggest that some Board members have little confidence in the faculty and administration to address issues of race and student achievement. This lack of confidence is baseless. It is a critical time for the Board to trust teachers and administrators to do the work necessary to move the district forward.

“Over the years, the OPRF faculty has responded to each new pedagogical demand with energy and initiative. Most recently, we have tackled the demands of implementing RTI and associated teaching practices. During this current time of transition, it is particularly critical that the Board of Education recognizes the dedication and the inspirational qualities of those who work in the building. I hope that all Board members will strive to build a positive relationship with both faculty and administration.

“Another concern I have on the eve of the Booster dinner/dance and auction is the recent attack on the Boosters’ means of supporting the work of the high school. The Boosters provide vital support to each academic division’s endeavors. The work of the Boosters and their primary fundraiser is important to the entire school community, not just athletics. To denigrate the Boosters or characterize their methods as antithetical to the mission of the district is shortsighted and populist rhetoric. The faculty appreciates the unswerving support of this very successful group and wishes them the best of luck with the event this weekend.

“Regarding another school support group, it is truly unfortunate that certain individuals have been allowed to destroy the PTO. For the faculty, the most important function of the PTO was the slating caucus, which was dissolved several years ago. The community has already seen that in a world without the PTO slating process, the motives of individuals running for the Board go unexplored. Disbanding the process represented a step back for OPRF; anyone concerned with the welfare of the school should agree that all candidates for the Board of Education must be thoroughly vetted before they become stewards of the District and the community.

“I will close with one final comment. Over the past eighteen months, I have repeatedly called for the Board to televise its monthly meeting. In this age of information, the Board’s engagement of the public through a cable access broadcast is long overdue. In a time when the editors of the local press do not always present the whole picture of Board activities and in a time when we have a Board that cannot seem to work in concert, the need for ready public access to Board proceedings has become paramount. It is time for the wider community to witness the comportment of this Board. I urge the local media to join the faculty in our demand that the Board televise its meetings without further delay. Thank you for the opportunity to speak.”

**Superintendent  
Report**

Dr. Weninger reported the following:

1. Earlier this month, he and Mr. Rouse met with Chris Shields, Village of Oak Park’s Emergency Preparedness Coordinator, to reaffirm the agreements the District has with the Village regarding OPRFHS’s partnership when Village-wide emergencies occur. The Board of Education will review those agreements in May. They are an excellent example of governmental bodies working in concert for the benefit of the Village.
2. The Booster Club Dinner/Dance/Auction is scheduled for Saturday, May 1, at Concordia University beginning at 6:30 p.m. He reiterated how grateful the high school was for the Boosters’ long-standing and continued support of it in all three areas, academics, athletics, and activities, and for its strong support of the high school in many other areas.
3. OPRFHS will host the River Forest Council of Governments meeting on Friday, May 21, and the Oak Park Council of Governments meeting next week.

4. He and Mr. Hunter participated in a statewide webinar regarding on Race To The Top funds. While informative, it does not appear at this time that the funding level for OPRF will make the endeavor worthwhile. OPRFHS would receive only and approximately \$14,000 per year for three years while the requirements to participate were many. A conclusive decision will be made in the coming days.
5. The Friends of the Library have found a temporary new home for its annual Book Fair – the old Volvo car dealer building, now owned by the Village. In addition, the high school will donate the South Cafeteria tables to the Friends for their annual use because those are being replaced, and they have been used for the Book Fair in the past. The high school is happy to be able to contribute to the Book Fair’s success in this way.
6. The 19<sup>th</sup> Century Club Annual Scholarship luncheon is Monday, May 3, and it is another example of the tremendous support community groups and this group, in particular, provide to OPRFHS students. This year the Club added a fifth scholarship for young women.

**Consent Items**

Mr. Conway moved to approve the consent items as follows:

- Check Disbursements and Financial Resolutions dated April 29, 2010 (attached to and made a part of the minutes of this meeting);
- Monthly Financials;
- Treasurer’s Report;
- Township Interventionist Contract;
- Collaboration of Early Childhood Care and Education Contract;
- Triton Evening Education Program Contract;

seconded by Mr. Finnegan. A roll call vote resulted in six ayes. Ms. McCormack was absent fro this vote. Motion carried.

The Resolution Appointing the Special Education Director as OPRFHS representative to the DWC Governing Board will be approved at next month’s meeting.

**Textbooks**

Dr. Millard moved to approve the following textbooks:

*Revista and Vergil: A Legamus\_(Transitional Reader)* for the World Languages Division; *Modern Guitar Method Grade 2* for the Music Department; *Women Write The Watchmen Balzac and the Little Chinese Seamstress, Long Way Gone: Memories of a Boy Soldier, The Dew Breaker, I Am The Messenger, and The Tempest Tales* for the English Division; *Into The Wild* for the Special Education Department; *Drive Right, Eleventh Edition* for the Driver Education Department; Physical, *Earth and Space Science, Conceptual Integrated Science Astronomy: A Self-Teaching Guide, Snorkeling Guide to Marine Life, Physics: Principles and Problems* for the Science Division; seconded by Mr. Allen. A roll call vote resulted in six ayes. Mr. Conway voted nay. Motion carried.



**Policy 1105** Mr. Allen moved to amend Policy 1105, Corporate Sponsorship; seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

**Policy 1200** Dr. Millard moved to amend Policy 1200, Board of Education; seconded by Mr. Allen. A roll call vote resulted in all ayes. Motion carried.

**Policy 1330** Mr. Allen moved to amend Policy 1330, Tobacco Prohibition; seconded by Dr. Lee. A roll call vote resulted in six ayes and one nay. Ms. Patchak-Layman voted nay. Motion carried.

Ms. Patchak-Layman reiterated her comment made at the PEG Committee meeting that adding back in “or school participation” on line 4 of the 2<sup>nd</sup> paragraph would send a stronger message.

**Policy 1410** Dr. Millard moved to amend Policy 1410, Rental of Facilities, seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

**Policy 1420** Dr. Millard moved to amend Policy 1420, Citizens’ Council, as presented; seconded by Mr. Allen. A roll call vote resulted in all ayes. Motion carried.

**Policy 2120** Dr. Millard moved to amend Policy 2120, Superintendent; seconded by Mr. Allen. A roll call vote resulted in six ayes and one nay. Ms. Patchak-Layman voted nay. Motion carried.

Ms. Patchak-Layman felt that item Q should indicate that the Board of Education should develop long-term plans, not the Superintendent.

**Policy 1125** Dr. Millard moved to approve Policy 1125, School Auxiliary Organizations, for first reading, as presented; seconded by Mr. Allen. A roll call vote resulted in all ayes. Motion carried.

**Policy 5112** Dr. Millard moved to approve Policy 5112, Waiver of School Fees and Charges, for first reading, as presented; seconded by Mr. Allen. A roll call vote resulted in six ayes and one abstention. Mr. Conway abstained. Motion carried.

**Policy 5114** Dr. Millard moved to approve Policy 5114, Student Discipline, for First Reading as presented; seconded by Dr. Lee. A roll call vote resulted in six ayes. Mr. Conway abstained. Motion carried.

**Policy 5117** Dr. Millard moved to approve Policy 5117, Residency and Tuition, for first reading, with the change noted below; seconded by Mr. Finnegan. A roll call vote resulted in six ayes. Mr. Conway abstained. Motion carried.

In the procedures, Item V, Section A: add “/guardian” after the word “parent”

**Policy 5143** Dr. Millard moved to approve Policy 5143, Administering Medications, for first reading, as presented; seconded Mr. Finnegan. A roll call vote resulted in six ayes. Mr. Conway abstained. Motion carried.

**Public Hearing on Amended Budget**

At 8:48 p.m., a Public Hearing was called on the Amended Budget. Receiving no written or oral comments, Mr. Allen closed the hearing at 8:49 p.m.

**Amended Budget Approval**

Dr. Millard moved to approve the amended budget as presented; seconded by Mr. Finnegan. A roll call vote resulted in all ayes. Motion carried.

**Gifts and Donations**

Dr. Millard moved to accept with gratitude the gifts and donation 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.

**River Forest Community Center Contract**

Mr. Finnegan moved to approve the contract with the River Forest Community Center (RFCC); seconded by Dr. Millard. Discussion ensued.

Ms. Patchak-Layman noted that she had received clarification on past numbers in the Childcare Center and the students on a waiting list. Her desire was to make sure this program was available to any student at the high school. She felt it was important for the District and the providers of teen services to get together earlier to discuss the number of students who would use the services in the coming year and set a number so that the RFCC knows what to target. She continued that the Block Grant would allow that flexibility. She suggested that the RFCC have a sliding fee, increasing OPRFHS’s own fees and offering students a sliding fee. It would give the RFCC some flexibility within its budget when planning for the coming year. Historically, the number of teen parents working with the Health Department under seventeen (17) is probably around nine (9) students. That number was once thirty (30) students in the 1990’s and dropped to twenty (20) students in the 2000’s. The Health Department has an interest in doing health prevention and thinks there is a need to talk about pregnancy prevention. It is difficult to tell a teen student in need of childcare services in October that they need to wait. She felt places needed to be held for them through first semester.

Ms. Patchak-Layman moved to add to Exhibit A: “Before registration begins, the RFCC would meet jointly with the District 200 Assistant Principal for Student Services, Parenthesis, and the Oak Park Public Health Department to determine high school teen parent need for childcare services in the following school year. Based on this discussion of anticipated need, coupled with the past use average of the last three years, available space for District 200 staff and community residents will be set. Spaces for high school parents will be held through first semester.” Because there was no second, the motion failed.

Ms. Patchak-Layman moved to add to Exhibit A the sliding fee basis as follows:

Infant	\$255 to \$290
Toddlers	\$240 to \$275
2 yr olds	\$240 to \$275
Preschool	\$210 to \$250

seconded by Mr. Conway. Discussion ensued.

Ms. Patchak-Layman explained that a sliding scale is a standard in daycare centers, especially centers that also provide state vouchers for childcare.

A roll call vote resulted in two ayes, four nays, and one abstention. Ms. Patchak-Layman and Mr. Conway voted aye and Dr. Millard abstained. Motion failed.

Ms. Patchak-Layman continued that by moving to a four-year contract from a two-year contract, the Board of Education is not able to evaluate the program's progress, e.g. what happens to the teen students and whether they are being served successfully, etc. Six students need to have services next year and only two of the students will be accommodated. She was concerned about the message that being sent to these students. OPRFHS currently receives the Early Childhood Care Block Grant, which equals approximately 100 weeks of care for students at the school. She suggested breaking that down to a per diem rate for students in order to make sure spaces were available to them. She understood it is a financial consideration, the Block Grant calls for educating the parent, yet nothing in the contract shows what education is occurring. Working with the parents, before and after they have delivered, would be a form of parental education.

Ms. McCormack was comforted in the previous discussions that, in practice, all students are being accommodated and are not being turned away. She was comfortable with the language as written.

Mr. Chappell noted that RFCC gives preference to students. Last summer he presented the statistics for the previous school year and he offered to do that again. The Board of Education invited him to make annual reports.

Mr. Finnegan appreciated Ms. Patchak-Layman's concerns. The discussion at the Human Resources Committee meeting delved into that and he found that the system was working well; it had not failed any students. Students with children are the highest priority for the RFCC.

Dr. Millard had no reason why this working relationship should not continue.

Dr. Weninger noted that this was one of the most complicated programs the high school runs, because it is balancing the needs of three different groups of people, as well as the rumor mill both inside and outside of the building. He stated to Mr. Chappell that he had witnessed the transparency he brought to this program and the effort to work with the administration and the people in the community about their feelings of satisfaction. This program has strengthened over the past two years and it is a testament to Mr. Chappell personally. Dr. Weninger thanked Mr. Chappell for his work.

A roll call vote resulted in six ayes and one nay. Ms. Patchak-Layman voted nay. Motion carried

**Personnel  
Recommendations**

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

**Appointments  
Of Assistant  
Superintendent,  
Principal,  
Assistant Principals,  
And Division Heads**

Mr. Finnegan moved to approve the administrative appointments presented (attached to and made a part of the minutes of this meeting); seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

**Approval of  
Administrative  
Compensation**

Mr. Finnegan moved to approve the administrative compensation as presented (attached to and made a part of the minutes of this meeting); seconded by Ms. McCormack.

Ms. Patchak-Layman reiterated her earlier comments. She did not believe this was the time or place for these increases. Going to the midpoint and using districts included in OPRFHS's comparison group that are spending a lot of money is not a good practice nor what this community can support. The average increase is of 6 percent, ranging from 4 ½ percent to 10 percent. The balance is where these dollar amounts were allocated and what the Board of Education should do with them. That is the balance and where the Board of Education needs to go with regard to compensation. OPRFHS administrators are well paid. If discussions are to begin with the Superintendent designee about new ways to compensate people, she believes that the Board of Education should hold the line on the compensation this year.

Mr. Finnegan noted that this group received a minimal increase last year. He disagreed with the categorization of the increased percentages. He did not believe that throwing figures of one type or another told the entire story. OPRFHS is looking at the midpoint of a group with which it wants to be part of and the excellence maintained and he felt the administrative packet was fair for all.

Dr. Lee felt that Ms. Patchak-Layman's issue had to do with whether or not OPRFHS should be in a position of "keeping up with the Jones," if the Jones have more money than it has. A reasonable way to judge that is the relationship between what is spent on the schools and the EAV for that school district. He believed that it has been shown many times the relationship between what is spent on schools and the EAV is a higher percentage than what is spent in comparable school districts. The community decided at one time that it does want to "keep up with the Jones." He believed it was a valid question to ask again, but he did not believe one could begin to answer that question being proposed by reacting to a salary plan or something that can be rushed through in the middle of a budget cycle. Continuing to be compared with this group is a serious consideration for the community and it must be asked in an orderly fashion over the next two or three years.

Dr. Millard noted that most districts pay the total TRS costs for administrators; OPRFHS has not done that. In fact, only this year did it start to pay one and one-half percent of the total cost. Next year's total package

presented is about \$40,000 less than what are being paid administrators this year, because of retirements, etc. As the District was recruiting a new Superintendent, several of the District's administrators were being recruited to go to other districts. She did not want them to leave because the benefits package was not comparable. She saw this as a retention issue.

A roll call vote resulted in six ayes and one nay. Ms. Patchak-Layman voted nay. Motion carried.

**Approval of Substitute Teacher/Clerical Pay Rates for 2010/11**

Mr. Finnegan moved to approve the substitute teacher/clerical pay rates for the 2010-11 school year; seconded by Ms. McCormack. A roll call vote resulted in all ayes. Motion carried.

**Retirement Request**

Ms. McCormack moved to approve the retirement request as presented (attached to and made a part of the minutes of this meeting); seconded by Dr. Millard. A roll call vote resulted in six ayes. Dr. Lee was absent from this vote. Motion carried.

**Approval of Minutes**

Mr. Conway moved to approve the open and closed session minutes of March 20, 22, 23, 24, 25, April 11, 15, and 20, 2010 and a Declaration that the audiotapes of the closed sessions dated August 2008 be destroyed; seconded by Ms. McCormack. A roll all vote resulted in all five ayes and one nay. Ms. Patchak-Layman voted nay. Dr. Lee was absent from this vote. Motion carried.

**Suspension of Election of Board of Education Officers**

Mr. Conway moved to suspend the elections of the Board of Education officers until the May 27, 2010 meeting; seconded by Mr. Allen. A roll call vote resulted in all ayes. Motion carried.

Board of Education members indicated their level of interest in holding an officer position. The responses were as follows:

Dr. Lee was interested in being president. Ms. McCormack had no desire to hold an office at this time. Mr. Allen, Ms. Patchak-Layman, Mr. Conway, Dr. Millard, and Mr. Finnegan indicated a willingness to serve if elected.

**Additional Discussion** Discussion ensued about next steps for Mr. Isoye. The Board of Education is working with Mr. Isoye to find time to meet with the faculty and staff before he starts the position on July 1, 2010. Due to Mr. Isoye's schedule, it will be difficult for him to meet with the public at large before July 1.

It was the consensus of the Board of Education members to move the Instruction and PEG committee meetings to Monday, May 17 beginning at 7:30 a.m. due to scheduling conflicts.

**Closed Session**

At 9:30 p.m., on Thursday, April 29, 2010, Mr. Conway moved to go into closed session to discuss 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); 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; and Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probably or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes 5 ILCS 120/2(c)(11) seconded by Mr. Allen. A roll call vote resulted in all yes. Motion carried.

At 10:57 p.m. on Thursday, April 29, 2010, the Board of Education resumed its open session.

**Adjournment**

At 10:59 p.m. on Thursday, April 29, 2010, Dr. Millard moved to adjourn the Board of Education meeting; seconded by Ms. McCormack. A roll call vote resulted in all ayes. Motion carried.

Dr. Ralph H. Lee  
President Protempore & Vice President

John C. Allen, IV  
Secretary