

The regular Board meeting of the Board of Education of the Oak Park and River Forest High School was held on Thursday evening, June 24, 2010, in the Board Room.

Call to Order President Millard 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, Dr. Ralph H. Lee, 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; Michael Carioscio, Chief Technology Officer; Nathaniel L. Rouse, Principal; Cheryl L. Witham, Chief Financial Officer; and Gail Kalmerton, Executive Assistant/Clerk of the Board.

Visitors The Board of Education welcomed the following visitors: Janel Bishop, OPRFHS Assistant Principal for Student Services; Jason Dennis, OPRFHS Dean; Patty Boblick, community member; Liz Robinson, Co-chair of Citizens' Council; Nancy Leavy of the League of Women Voters; Chuck Fieldman of the *Oak Leaves*; Terry Dean of the *Wednesday Journal*.

Changes to the Agenda The following consent items were moved to the Finance Committee Agenda. from the consent agenda.

Item: I- Construction Projects for 2011-12
Item: J-Appointment of Citizens' Council Membership for 2010-11

Status of FOIA Requests Dr. Millard reported that three FOIA requests were received and resolved.

Board of Education Comments Dr. Millard announced that Board Member McCormack could not attend because she was out of the country.

Ms. Patchak-Layman asked that the Board of Education be informed of any grants being applied for so that it is aware of them at the beginning of the application process.

Ms. Patchak-Layman thanked the superintendent him for his years of service to District 200. It was because of his time here that a wealth of topics opened up for her to contemplate. She appreciated the opportunity to think and reflect upon a variety of the topics that were covered, e.g., evaluations, loyalty, race, etc., and it made her a better learner. She wished Dr. Weninger well in his future retirement endeavors.

Mr. Conway appreciated the time he worked with Dr. Weninger, stating that his dedication and knowledge was inspiring. He looked forward to working with him in the future. Mr. Conway also thanked Jason Edgecombe for his service as he, too, was retiring.

Mr. Finnegan, at the end of first year on the Board of Education, was grateful for the hard work of the students, staff, faculty, administration, and Dr. Weninger. The school is in a much better place now. He took thanked both Dr. Weninger and Mr. Edgecombe for their dedication to the students and to the school.

Mr. Allen expressed his frustration at a teacher's seemingly lack of care for the students. Science teacher Kevin McCarron had advised some of his students that they could work with him on a NASA project. As time progressed, it became clear that this endeavor would require more time by Mr. McCarron and he asked for a release period for this purpose or he could not involve the students. Mr. Prale's work was commended as he had tried to resolve this issue, e.g. scheduling another science teacher to assume Mr. McCarron's responsibilities, paying Mr. McCarron overtime compensation, and even exploring the idea of hiring a teacher from another school to teach this class. Because of the time crunch, it was not appropriate for Mr. Allen to poll the Board members and ask if they would support paying \$20,000 for an outside teacher. Mr. Allen defended Mr. Prale's optimism. Thus, the students were not able to participate in this opportunity. Mr. Allen expected better from the teachers and he hoped they would rise to the occasion in the future.

Public Comment

Patty Boblick, resident of 1206 Belleforte, Oak Park, parent of 4 children, and 3 OPRFHS graduates.

Ms. Boblick commented on the article "Zero Tolerance on Drugs" that appeared in the *Wednesday Journal*. The point of the article was to question the policy of whether a senior high school student should be allowed to attend graduation. She read part of the article to the Board of Education and noted that this article was about her son. Because of an alcohol-related offence, her son did not participate in the June commencement, varsity baseball, and he received multiple days of out-of-school suspension. While Ms. Boblick concurred that he should be punished, she argued that the consequences imposed in his case were extreme. Her issue is with zero tolerance as it throws the same punishment at every student regardless of his or her past record. She agreed that students in clubs should not partake and consequences for not obeying those rules are necessary. However, she hoped to see credit for those students who do participate in school. She asked that the District consider changing the wording in the prom contract to a student "may" forfeit... She felt a student's past performance should enter into any disciplinary consequences.

Mr. Finnegan reported that Mr. Weninger had encouraged the Board of Education to reexamine its policies with respect to zero tolerance as a parting desire. He expected that to be part of the conversation this fall once Citizens' Council brings forth its recommendations to curb substance abuse among students.

The Board of Education thanked her for her comments.

Principal's Report

Mr. Rouse reported on the following:

- The 134th Commencement was held on Sunday, June 13. Almost 800 students graduated and more than 4,000 guests celebrated on the Stadium Field, accompanied by brief rain.
- OPRFHS Counselors' Offices are closed for the summer. Students transferring to or withdrawing from OPRFHS, or incoming freshmen who have not yet enrolled should contact Registrar Boznos, at 708-434-3260. Any course or schedule change requests for current students will be handled after August 12.
- June 30 is the deadline for incoming freshman registrations in order for them to be able to participate in the Freshman Day, August 17, and receive his/her schedule and ID. Currently fewer than 40 families have not made contact with the high school out of the eighth grade roster of almost 800. Previously the number has been as high as 200 at this time. He thanked Registrar Toula Boznos and Assistant Registrar Sheila Houston for their hard work.
- Over \$7 million dollars worth of construction is occurring now, which involves mandated Life Safety projects, ventilation projects, plumbing, electrical systems and wiring, ceilings and lighting, and a major overhaul of many of the science labs. A welcome side benefit of the ventilation updates is that the new system will bring air-conditioning to 34 classrooms. The exterior work included tuck-pointing.
- The Citizens' Council Subcommittee on Teen Alcohol and Substance Use Issues is looking for interested parents/guardians and community members wishing to participate on action teams this coming year aimed at community and school teen alcohol and drug use issues. The Citizens' Council hosted an informational forum in May, followed by two meetings to develop these action teams and plans. Four general committees (Parent Communications, Student Communications, School Policy Recommendations, and Actions and Community Projects) will eventually begin laying the foundation for next steps in addressing community and school teen alcohol and substance use issues.
- District Leadership Team Colleagues Dr. Weninger and Jason Edgecombe, would be missed for their service to the District, as well as their mentoring of him. He thanked them for their leadership, camaraderie, and dedication to Those Things That are Best.

Certification of June Graduates

Mr. Allen moved to certify the 780 June 2010 Graduates as presented (attached to and made a part of the minutes as presented; seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

- 14 Certificates of Attendance (Special Ed students – 8 females and 6 males)
- 2 Certificates of Attendance (Foreign Exchange students - 1 female and 1 male)
- 93 Non-participants (41 females, 52 males)
- 88 Non-graduates (38 females, 50 males) (doing work over the summer or next fall.

Residency Report

Mr. Rouse presented the Residency Report for 2009-10. Dr. Weninger suggested that the school consider doing residency checks each year for each student.

Student Handbook

Mr. Allen moved to approve the modifications to the 2010-11 Student Handbook, as presented; seconded by Mr. Finnegan. A roll call vote resulted in all ayes. Motion carried.

The modifications recommended related to tardy, IDs, and attendance procedures. Mr. Rouse complimented the work of Ms. Bishop, Assistant Principal for Student Services, and the other Deans on this document. Student IDs are a work in progress. Ms. Patchak-Layman asked if a student carried his/her ID in his/her pocket or purse, would that trigger a consequence. What if a police officer, not an employee of the District, asked for a student's ID? Ms. Bishop responded that because Oak Park has a curfew during the school day, police might ask to see an ID and then bring the student to school or give him/her a ticket. Students will have their lunch periods listed on the IDs and it will help the District ascertain where the students are supposed to be. Should the police encounter a situation where they are speaking to students, they will communicate by radio with the School Resource Officer to find out whether the student was on their lunch or not. Ms. Patchak-Layman pointed out that the entire day was specified, not just lunch periods.

The District is exploring what type of lanyard to use; it would prefer a breakaway one so if it were tugged on no physical harm would occur. Mr. Finnegan felt Ms. Bishop's work at the beginning of the year would increase with the implementation of wearing student IDs.

Mr. Conway appreciated Ms. Bishop's work and her staff for the hours they were working.

Ms. Patchak-Layman was concerned about the wording regarding absences and tardies as they read as absolutes.

Safe School Program

Dr. Millard moved to approve the Intergovernmental Agreement with West 40 regarding the Regional Safe School Programs for 2010-11; seconded by Mr. Allen. A roll call vote resulted in five ayes and one nay. Ms. Patchak-Layman voted nay. Motion carried.

Tradition of Excellence Awards

Dr. Millard moved to approve the Tradition of Excellence Award Recipients for the 2010 School Year; seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

Kevin Sorenson

Class of 1985

Theater/Stunt man

Kevin Sorenson has been an OPRFHS Custodian since June of 1993. He also has another talent as a renowned stuntman in numerous films and television programs. His resume includes stunt work in many films such as, "Public Enemies" and "The Dark Knight," a Batman movie where he was honored by the Screen Actors Guild for his work. He has been highlighted in recent interviews with Channel 9 "Chicago's Very Own" and Channel 7, "Someone You Should Know" segments. He has also been highlighted in the *Chicago Tribune* and our own school paper, *The Trapeze*.

James Thomson

Class of 1977

Science/Stem Cell

Dr. James Thompson is a John D. MacArthur Professor at the University of Wisconsin School of Medicine and Public Health, and a faculty member of the Genome Center of Wisconsin, where he conducts his research. Dr. Thomson has conducted pioneering work

and moral support of the Board and the participation of administrators/faculty/staff. In addition and for 2010-2011, beyond diversity training is being developed and will be implemented for both cohorts of CCAR and the Board of Education to further our preparation for all District implementation.”

Goal 2: Student Academic Achievement

Raise student academic achievement through the development of definitions and measurements for student achievement and the racial achievement gap, one new program affecting underachieving students, a data-driven model of school improvement, and academic support for students assigned to In School (ISS) and Out of School (OSS) suspensions.

“Regarding Activity 2., a new program was developed for a broad segment of underachieving students. During the summer of 2009, a strategy for improving the reading scores of freshman students reading below grade level was proposed with the assistance of the Division Head for English and a faculty member endorsed in reading. The strategy was to organize reading endorsed teachers and other English faculty in collaboration teams with content area teachers in the History, Science, Business Education, and World Languages divisions. Those teams met over the course of the school year to identify specific reading and literacy strategies that should be taught in freshman college prep classes, then teach those strategies, and effect a 1.5 increase in reading levels across those content areas. Some of the results were as follows.

- a. The mean grade level equivalency for 361 tests given in the fall of 2009 to freshmen students was 9.36; the mean grade level equivalency for 357 tests given in the spring of 2010 to freshmen students was 10.29. This difference of .93 on these tests is short of the 1.5 goal set for the program.
- b. The mean grade level equivalencies for 245 matched tests given in the fall of 2009 to freshmen students was 9.45; and the mean grade level equivalency for the same 245 matched tests given in the spring of 2010 was 10.1. This difference of .65 on the scores of the matched tests is short of the 1.5 goal set for the program.
- c. One content area of matched scores showed growth in excess of 1.5 grade level equivalency; however, the number of scores was too low to establish significance and other factors might have contributed to the outcome. Still, growth of greater than 1.5 is possible, and we should return in the 2010-2011 school year to continue to work towards 1.5 grade level equivalency growth for freshmen students reading below grade level.

“Regarding Activity 3., a position description for “tutoring” and academic support for students in ISS was developed, and the position has been posted.

“Regarding Activity 4., we have worked on a number of activities and strategies. The focus for the Director of Assessment and Research has been Activity 4., the development of a 3-5 year plan for data-driven improvement in student academic achievement.

- For Activity 4.a., most of the indices for Student Achievement Domain I are in place, with the exception of the Student Wellness Profile, and we are prepared to make baseline reports for the indices in the fall of 2010.
- Regarding Activity 4. b., the development of a student academic achievement growth model, we have developed baselines in English, Math, Reading, Science,

and Composite scores for each of the EXPLORE, PLAN, IACT, and ACT assessments as described in 4.b.i. and 4.b.ii.

- We have also taken several steps to improve the capacity of our student information system, in accordance with 4.b.vi., to facilitate improved data collection, management, and dissemination. A new position, Data Systems Analyst, has been created, and members of the District Leadership Team have been engaged in the process of hiring a qualified candidate to fill the position. We are working to import all standardized test scores into the student information system in a systematic and consistent format.
- Finally, we will augment our existing student information system with the purchase of a “dashboard” for Skyward, which will provide easier access to important data sets for internal users.”

Goal 3: Recruitment, Employment, and Retention of Professional Staff

Recruit, employ, develop, and retain the highest quality staff, in ways that are fair to applicants and clear to employees.

“In collaboration with the Board of Education, a detailed review and evaluation of recruitment and employment procedures for administrative and certified employees was conducted during the fall of the school year. From this process, specific procedures were developed for the recruitment and employment of administrative and certified employees. The developed procedures were shared with administrative and supervisory personnel as appropriate.

“While not all recruitment strategies were implemented during the year (developing relationships with HBCUs), through the evening of June 24, 2010 twenty-one (21) administrative and certified employees, not including the superintendent, will have been employed by the District. Of this number, ten (10) are members of minority groups (47%) ---- four (4) African Americans, four (4) Hispanics and two (2) Asians. The percent of minority candidates employed exceeds the Board’s goal of 35% by 12%.

“Faculty and Administrative Retention Program – no specific progress was made on this issue.

Goal 4. **Finance**

Develop a new budgeting process that includes program priority procedures, identification of additional revenue sources, expenditure priority procedures, and cost containment measures.

1. “A Financial Advisory Committee (FAC) was convened. The FAC met eleven times during the school year. In addition, several sub-committees met to work on narrative, charts, communication plans, and experimentation with the model. The FAC plans to continue to meet over the summer break and have June, July and August meetings planned. The FAC reviewed the District budget document, the long-range plan, the District goals, District financial policies, the budget timeline, the levy, the furniture, equipment, and construction plans, and the Board Financial Resolution. After a thorough understanding of the state of the District finances, the FAC reviewed several budgeting and cost containment models. The FAC took several ideas from other models and began to customize a model for OPRFHS. The FAC has developed the model and is presently seeking input from the DLT.

With DLT, the FAC is refining the model for presentation to the new Superintendent. In July and August, FAC will review the model with the new Superintendent and further refine the model. The FAC plans to discuss the new model with the Board of Education in September.

2. The new model provides a framework for alignment of the long-term projection model with cost containment efforts. This model will be ready for implementation in the Fall of 2010 for the 2011–2012 budget process.
3. The CFO met with the business managers of the Oak Park and River Forest taxing bodies on a bi-monthly basis. Topics of discussion included but were not limited to the following.
 - The finances of each taxing body
 - Cooperative agreements such as the Youth Interventionist, Early Childhood Collaborative and others.
 - TIF Districts
 - Hiring trends, salary trends, IMRF rates, collective bargaining and contracts
 - Green initiatives
 - Infectious control
 - Garbage services
 - Long range financial planning and projection models
 - Parking issues
 - Various state grants
 - Facility rental fees and procedures
 - Safety issues
 - GASB 45”

Dr. Weninger asked the Board of Education to consider seriously Finance Advisory Council’s final proposal as to what it will do the Board of Education’s process and procedures as it relates to the budget process and making decisions about all programs. While much stakeholder input was sought and received, he wondered if the process might slow things down and make it less flexible. He suggested speaking with the administration about what might help or hinder the current process.

Goal 5: Learning Environment

Improve the learning environment for students and staff considering aspects of respect, safety, academic promise, and social-emotional well being.

“Regarding activity 1. Discipline, this report is currently being developed and will be reported on in August.

“Regarding activity 2. Academic, enrollment data in honors and AP courses disaggregated by race and gender was not readily available for school years 2005-2006 through 2009-2010. That made setting a baseline for enrollment and targets difficult. No “access plan” was set. One content area developed a summer step-up course to prepare students for AP experiences, although the impact of that will not be realized for several more months.

“Regarding, activity 3. Substance Use/Abuse, baseline data has begun to be collected using the Illinois Youth Survey administered this year and in past years bi-annually. In addition, working in concert with the Citizens’ Council, a broad, community-wide

awareness program has begun. Specific recommendations for further steps are forthcoming from several forums and working groups held in late spring/early summer.”

Dr. Weninger thanked Citizens’ Council for having a forum on substance abuse and for doing it in a way that did not polarize the issue. He felt Citizens’ Council could be a second board of education. He felt that a good balance of active involvement and communication with the staff members occurred, including the topic of substance abuse. It was an evolution to reduce the fear of some staff members that they would be criticized and to have productive conversations. He asked that his comments be conveyed to the Council.

Dr. Weninger thanked the Board of Education that employed him for having faith and belief in him and the District Leadership Team for its support. He felt badly that there were times when he did not measure up, but he felt that much had been accomplished in three years. He also thanked the members of the Building Leadership Team.

Dr. Weninger also thanked Gail Kalmerton. Having had the pleasure of working with six or seven wonderful assistants and secretaries, he stated that Ms. Kalmerton combines professionalism and expertise with an incredible sense of grace and style that he had not witnessed before now. The District benefits in ways that she will never know. He continued that she has served three Superintendents and has made everyone who steps into that office feel like they are a part of the institution and that they are worth a million dollars; one cannot buy that.

Regarding Goal 3, Mr. Allen added that Dr. Weninger had increased minority percentages to 47%. Every year, he exceeded the goal in minority hiring and did what was right. When he was hired, he was immediately told to get a principal and he did so with professionalism and encouragement. Mr. Allen was thankful for that fact and counted him a friend.

Dr. Millard reported that Dr. Weninger attended thirty-three (33) Board of Education meetings and noted that few administrators are as dedicated and are as faithful in serving in their position as he is. Dr. Weninger made the Board of Education focus and he challenged it to be better. She thanked him for that fact. On behalf of the new Board of Education, the former Board of Education, John Rigas and Valerie Fisher, and the Clerk of the Board, she presented him with a beautiful Tiffany clock.

Consent Items

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

- Monthly Financials for April and May 2010;
- Treasurer’s Reports for April and May 2010;
- the Check Disbursements and Financial Resolutions dated June 24, 2010
- renewal of the Package Policy Liability Umbrella Insurance and School Board Legal;
- renewal of the Workers’ Compensation Insurance; and
- the Athletic Uniform Bid.

Construction Projects Dr. Millard moved to approve the Construction Projects for the 2011-12 School Year, as presented; seconded by Mr. Finnegan. A roll call vote resulted in all ayes. Motion carried.

Ms. Witham reported that the figures aligned with the construction projects were best estimates until the investigation could be completed, after the bid documents and the numbers refined. These figures are based on the bids this year. The plan is to do these projects as strategically as possible by doing as much work as possible in one area at one time.

“In kind” means that something has to be replaced as it presently is. The Operations and Maintenance Fund has \$9 million and the District will draw down the Life Safety Fund balance. Both the District and Wight & Company are being diligent and careful. Every Monday a managers’ meeting is scheduled. The District has not dipped into its \$350,000 contingency fund at this point.

Citizens’ Council Membership Dr. Millard moved to approve the Citizens’ Council’s membership for the 2010-11 school year as presented; seconded by Mr. Allen. A roll call vote resulted in all ayes. Motion carried.

It was reported that the Citizens’ Council attendance increased throughout the year, particularly during second semester. Ms. Patchak-Layman did not want it to be a requirement that the chair of Citizens’ Council must host a Citizens’ Council event, as it could prohibit some from participating.

Policy 2121 Dr. Millard moved to amend Policy 2121, Building Administrative Team; seconded by Mr. Allen. A roll call vote resulted in all ayes. Motion carried.

Policy 3030 Dr. Millard moved to approve Policy 3030, Athletic Fields/Stadium Lights, for First Reading as presented; seconded by Mr. Finnegan. A roll call vote resulted in all ayes. Motion carried

The OPRFHS parent groups, neighbors and the members of SNAC will be given an opportunity to comment on this policy.

Gifts and Donations Dr. Lee 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 Mr. Finnegan. A roll call vote resulted in all ayes. Motion carried.

Personnel Recommendations Mr. Finnegan 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.

Independent Workers’ Contracts Dr. Lee moved to approve the Independent Workers’ Contracts, as presented; seconded by Dr. Millard. A roll call vote resulted in all ayes. Motion carried.

Occupational Therapist - Lisa Vincent
Residency Services – R.W.D. and Associates, Inc.
Certified Social Worker – Patricia R. Woytek

Ratification of SST Contract

Mr. Allen moved to approve the ratification of the SST Contract, as presented; seconded by Dr. Millard. A roll call vote resulted in all ayes. Motion carried.

Approval of Minutes

Dr. Millard moved to approve the open and closed session minutes of May 27, June 15 and 17, and to declare that the audiotapes of the closed sessions dated October 2008 be destroyed. A roll all vote resulted in five ayes and one nay. Ms. Patchak-Layman voted nay. Motion carried.

Non Agenda

It was reported that the ACT scores from April had not yet been released to the schools. The State of Illinois is saying that they will be available for data cleanup on July 13 and the final report will be available by the end of July. Typically, the Board of Education receives a report on standardized test scores in September. Ms. Patchak-Layman requested the information as soon as it was available.

Closed Session

At 9:30 p.m., on Thursday, June 24, 2010, Dr. Millard 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) student disciplinary cases 5 ILCS 120/2(c)(10); seconded by Mr. Finnegan. A roll call vote resulted in all yes. Motion carried.

At 11:10 p.m. on Thursday, June 24, 2010, the Board of Education resumed its open session.

Student Discipline

Dr. Millard moved to expel Student 06-24-10-14 for the 2010-2011 and 2011-2012 school terms but held the expulsion in abeyance contingent upon 1) placement in an alternative educational program to be determined through a careful analysis of the student's needs; 2) successful completion of courses with credit earned at the alternative educational placement; and 3) enrollment in and successful completion of an anger management program through a local agency (e.g., Thrive Counseling, Township Youth Services, etc.) and verification of same; and social probation for the duration of the 2010-2011 and 2011-12 school terms including but not limited to all co-curricular activities/events (athletic and activity), prom, post prom, and commencement; seconded by Mr. Allen. A roll call vote resulted in five ayes and one nay. Ms. Patchak-Layman voted nay. Motion carried.

Adjournment

At 11:15 p.m. on Thursday, June 24, 2010, Dr. Millard moved to adjourn the Board of Education meeting; seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

Dr. Dietra D. Millard
President

Terry Finnegan
Secretary