

February 25, 2016

The regular Board meeting of the Board of Education of the Oak Park and River Forest High School was held on Thursday, February 25, 2016, in the Board Room of the OPRFHS.

Call to Order

President Weissglass called the meeting to order at 6:35 p.m. A roll call indicated the following Board of Education members were present: Fred Arkin, Jennifer Cassell, Thomas F. Cofsky, Dr. Steven Gevinson, Dr. Jackie Moore, Sara Dixon Spivy, and Jeff Weissglass. Also present were Dr. Steven T. Isoye, Superintendent; Tod Altenburg, Chief School Business Official; David Ruhland, Director of Human Resources and Gail Kalmerton, Executive Assistant Clerk of the Board.

Closed Session

At 6:37 p.m. on Thursday, February 25, 2016, 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; 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); seconded by Ms. Spivy. A roll call vote resulted in all ayes. Motion carried.

At 7:41 p.m., the Board of Education resumed open session.

Joining the meeting were Michael Carioscio, Chief Information Officer; Amy Hill, Director of Assessment and Research (arrived at 8:27 p.m.); Philip M. Prale, Assistant Superintendent for Curriculum and Instruction; Nathaniel L. Rouse, Principal; Dr. Gwen Walker-Qualls, Interim Director of Pupil Personnel Services; Karin Sullivan, Director of Communications and Community Relations; and Sheila Hardin, Faculty Senate Executive Committee Chair.

Visitors

Jeff Bergmann, Jason Dennis, John Condne, Jackie Charette-BassiriRad, Meghan Kennedy, and Carolina Schoenbeck, faculty and staff; Mary Haley of the League of Women Voters; John Duffy, Tony Kalina, John Bokum, Bruce and Maureen Kleinman; Vicki Scaman, Karin Riggs, and Bill Gale, community members; Steve Larson (attended electronically) and Toni Kalina of Ehlers & Associates; Michael Romain of the *Wednesday Journal*.

**Public
Comments**

Dr. John Duffy brought forth again his proposal for a one book-one OPRFHS discussion. He asked the Board of Education to appropriate \$1,000 to support 50 copies of *On the Same Track: How Schools Can Join the 21st Century Struggle Against Resegregation* by Carol Burris Burnett. The Burris book examines the history of equity concerns around curriculum tracking as well introducing the reader to school districts around the country, including ETHS, who have wrestled with troubling concerns around racial equity and student achievement.

Specifically, these districts asked what is wrong with a curriculum tracking system when it consistently fails to operate in the interest of large groups of students—and it fails to narrow the learning community achievement gap tied to race and socioeconomic status? In recent months members of the Instruction Committee have raised related questions about curriculum organization and achievement. Similar questions have been raised in our community for two generations. Inquiry into tracking brings private fears and snap answers into the open.

He asked the Board of Education members if they have said or heard any of the following when the school's organization of curriculum is questioned:

- It will ruin a great school;
- It will dumb down the curriculum;
- We can just amp up the quality of the lower tracks which we all know have problems
- There is no way to mix highly motivated and skilled students with the low achieving and disruptive students
- It will cause an exodus of the best and brightest students
- Our property values will suffer,
- Teachers believe in this system,
- Our children will be placed at an unfair disadvantage with students in other districts
- My child will not get into Northwestern, Brown or UC
- I am sure we can add many more concerns and fears to this list

Year after year, the administration brings forth the dire data around race and academic achievement, and everyone is disappointed, resolve to try harder, yet the needle barely moves.

Karin Riggs, in October, noted her desire to host an exchange student who was the son of the person whom she had lived with as an exchange student. In December she found out that the six spots allocated for these students was already filled. She questioned why Board of Education policy limited the number students to six and asked that the number be expanded.

Maureen Kleinman, resident of Oak Park, was part of the petition drive to have the pool question put on the referendum. She, personally, thanked the current board members for taking a step back to rethink a way to preserve the parking garage and have a high quality pool.

Status of FOIA Requests

Ms. Kalmerton reported that 2 FOIA requests were received and 1 was resolved.

Student Council

Ms. Grimes reported that Student Council continued to work on its charity month. A fundraiser event using Costco ice cream will be held. Tau Gamma puts on the King of Hearts Dance in the spring, but is revamping it and calling it "The Dance." Any money raised from the charity events will be distributed to the same charities who benefited previously. Ms. Grimm spoke about a foundation that makes a combo coat and sleeping bag for homeless people, employs homeless people, and "Chance the Rapper" supports it. Student Council is trying to get his support. Empty Bowls is scheduled for February 26 and students make hundreds of pottery bowls for soup to be served in them. Student support is being garnered for pool ideas.

Faculty Senate Report

Ms. Hardin reported that Ms. Hill presented the achievement data she presented to the Board of Education and afterwards an excellent discussion ensued about the data and freshman placement. Faculty Senate would like to continue that conversation with the administration and the Board of Education.

Superintendent

Out of 11 OPRF wrestlers who qualified to compete for individual titles at the individual state tournament last weekend, nine took home All-State Medals. The Huskies set an IHSA record with nine top-three finishes, three of them championship titles. Congratulations to: State Champions Jason Renteria, 120 lbs., Isaiah White, 160 lbs., Allen Stallings, 220 lbs., Runners-up, Anthony Madrigal, 126 lbs., Jaime Hernandez, 138 lbs.; Third Place: Robert Campos, 113 lbs., Gabe Townsell, 132 lbs., Rolliann Sturkey, 170 lbs.; and Fifth Place: Michael Ordenez, 145 lbs.

Boys' swimming and diving placed second as a team at the sectional on Saturday. Swim coach Clyde Lundgren and Diving coach Mark Pappalardo were named IHSA sectional coaches of the year at the meet. Good luck to the following athletes who qualified for the state meet, to be held this weekend at Evanston: swimmers Thomas Wolfe, JP Rotatori, Sean Pawelko, Josh Fluharty, and Max Razzino and divers Riley Conrady and Kenton Brennan.

Alyona Jochaniewicz qualified to compete in the IHSA State Girls Gymnastics Tournament last weekend at Palatine High School in the all-around competition.

Sage Degand placed second in the state for alto sax at the 2015-16 Illinois Music Education Associations All-State Music Conference.

Speech Team member Isabelle Picciotti placed second in impromptu speaking at the recent sectional tournament and competed in the state competition.

Jeremy Pesigan won OPRF's Seventh Annual Shakespeare Monologue Competition and will compete against winners from 20 area schools in the regional competition.

Grace Philion and Grace Gleason submitted winning essays about George Mason's Declaration of Rights for the Congressional Seminar Essay Contest, which sends two high school students from every state to Washington, D.C., for an all-expense-paid week of citizenship education.

Gaby Bascunan-Simone, Cam Bayer, Kara Jackson, and Gracie Farnham won top awards at the regional Scholastic Art and Writing Contest and will move on to the national competition.

John Beck has been accepted into the juried K-12 exhibition at the National Council for Education in the Ceramic Arts in Kansas City. Out of more than 1,300 entries, John had two works selected for the exhibition.

The students below have been selected and will be recognized at the IHSAE (Illinois High School Art Exhibition) at the Zhou Gallery in Chicago on Sunday, March 6. The exhibition features work from more than 100 high schools in Illinois.

- 3-Dimensional: Paige Biggus
- Drawing/Printmaking: Johana Oldach
- Graphic Design: Rachel Nitzsche
- Painting: Alec Rasmussen
- Photography: Jennifer Eisner

Several Huskie football players signed letters of intent to play at their chosen universities. Congratulations to:

- Jahmari Moore--University of Wyoming
- Allen Stallings--Indiana University
- Breshawn Wilkerson--Davenport University
- Antonio Cannon--Northern Illinois University

In Girls' track, Chisolm Nwoko shattered the indoor pole vault record with a 12-foot vault at the year's first meet. In addition, at the recent Proviso West Indoor Relay meet, Norma Abdur-Rafia, Destiny White, Ella Rossa, and Chisolm Nwoko broke the school record in the 4x200 with a time of 1:46.

The approval of sabbatical applications was pulled from the consent agenda.

Consent

Mr. Weissglass moved to approve the following consent items:

- A. Check Disbursements and Financial Resolutions dated February 25, 2016
- B. Monthly Treasurer's Report
- C. Personnel Recommendations (including New Hires, Resignations, Retirements, Returns from Leave)
- D. FY 2015 Audit and Comprehensive Annual Financial Report
- F. Visual Image Photography, Inc. Agreement 2016-17
- G. Jostens Yearbook Contract Renewal
- H. Legat Architects Contract for FY 2017
- I. Pekron Consulting Proposal for FY 2017
- J. E-Rate Wireless Access Points & Network Switch
- K. Gala Fourth of July Fireworks Show Request
- L. Policies for Second Reading:
 - 1. Policy 7:185, Teen Dating Violence Prohibited
 - 2. Policy 7:10, Equal Educational Opportunities
- M. Policies for First Reading
 - 1. Policy 5:330, Sick Days, Vacation, Holidays, and Leaves
 - 2. Policy 6:20, School Year Calendar and Day
 - 3. Policy 6:280, Grading and Promotion
- N. Open and Closed Session Minutes of January 28, 2016, and a declaration that the closed session audiotapes of July 2014 be destroyed.

seconded by Mr. Arkin. A roll call vote resulted in all ayes. Motion carried.

Sabbatical Applications

Mr. Weissglass moved to approve the sabbatical applications as presented; seconded by Dr. Moore. A roll call vote resulted in 5 yeas and 2 abstentions. Ms. Spivy and Ms. Cassell abstained.

Enrollment Projections

Mr. Weissglass moved to accept the February 2016 enrollment project; seconded by Ms. Cassell. Discussion ensued about why enrollment numbers were significantly lower than the projections made in 2013. The projections called for enrollment to be 3900 students but the current projections are closer to 3700. Mr. Larson reviewed his report with the Board of Education, noting that the high school District growth for the next five years would be 3,262 to 3,633 and the elementary schools growth would be 7,294 to 7,375. The growth trend for the next ten years for the high school would be similar to the five year growth. Ehler's used the September 30 enrollments, cohort survival, yields from new/proposed developments, and kindergarten and birth statistics for its methodology. Ehlers suggested doing the enrollment study every other year in order to keep up and calibrate what is happening. While 900 apartment/condo/townhouse units are planned for the District over the next couple of years, they will be mainly studio and one bedroom units and will not affect enrollment.

Ehlers referred to the cohort tables, students moving from one grade to the next, and noted that grade 9 was a critical cohort factor. The numbers in this cohort had changed dramatically. Previously enrollment increased because of parochial students were coming into the high school. That has changed and is a key factor in enrollment. Now they are continuing into private high schools.

The total enrollment for District 90, 97, and 200 is now 10,556 students and about 11,000 in 5 years and then it will level off and perhaps a decline. As the community is seeing lower birth rates. This information was determined by the following sources of information:

- District enrollment reports
- District administration and school principals
- Illinois Department of Public Health
- Village of Oak Park & River Forest
- Illinois State Board of Education
- Realtors

Ehlers noted that they do not have the data that would show where students went to school in 8th grade and enrolling in OPRFHS. If that data were available, it could be an indicator and inform the high school of families were moving from Chicago to Oak Park.

It was speculated that the change in residency process of asking everyone to register every year may have been the cause of the change in dynamics, but it was noted that freshman students always had to register. The District would not know why a student does not attend.

One member noted that a catholic high school had announced it was closing and asked if that was in the projections. Ehlers reported that they had called the school and was told that there were only a small number of students that attended that school from OPRFHS and would not significantly impact enrollment. In summation, Ehlers reported that the loss of enrollment was due to children continuing on to parochial schools, mobility of families, not as many students moving into the community for the high school education, and possibly economics as employment rates are down. The Board of Education noted that the PMA projections needed updating.

Student Discipline

None

Bookstore Policy

Current Board of Education Bookstore policy states that it is to be self-sustaining in all aspects, which means that the students cover all expenditures, including salaries and benefits of approximately \$350,000, and the other work that is done in the Bookstore. Self-sustaining is unique to OPRFHS and means that no taxpayer money is used for this operation. The Policy Evaluation and Goals Committee discussed whether that scrutiny serves the districts. Ms. Spivy asked for guidance on areas to amend. She continued that the policy does not allow the District to do much to offset the Instructional Materials Fee (IMF). The two issues are: 1) the philosophical question of whether the free and reduced lunch money should be subsidized by other families in the district or whether they

should be subsidized by the entire district, and 2) why should salaries and benefits be paid by students' paying book fees when they do not pay for other salaries, such as those of the Food and Nutrition employees.

The Bookstore and Food Service policies were adopted in the late 60's and 70's. Mr. Weissglass suspected those services had a commercial analog, i.e., should they be self-sustaining or should they be outsourced. A reason to maintain it would be to give something concrete on which to base the fees. This formula has worked to establish a fee structure in a range. The Board of Education can make adjustments to the policy, i.e., deduct personnel costs, etc.

Whether or not families were required to pay the waiver fees was important to Dr. Moore. Given that the policy was established in 1968 and because the bookstore operation/model has changed, and continues to change, i.e., going to electronic format, this may be a time to shift the self-sustaining focus.

One member philosophically struggled with why the District charges fees if it is giving a free education. Another member wanted to know why those students who qualified for Free and Reduced Lunch did not get their IMF reduced. Several members felt they needed to know the implications if the policy were changed.

Dr. Isoye explained that if only the ones accessing those services bore the responsibility for their costs and the balance of the costs would be shifted to the community (about \$200,000), it would have ripple effects. Both the Board of Education and the Finance Committee are discussing cost containment and, thus, when talking about finances, discussion must occur about revenues and expenses. If the District were to cover whatever aspect decided, would it come from district expenses (the Levy) or the fund balance. While this conversation is about the IMF only, other fees exist.

One member suggested exploring the question of outsourcing the bookstore operation, as the present expense seemed unreasonable. It was explained that the bookstore handles more than textbooks. It gets the materials for the classes, provides in-time delivery. This is a different level of service which allows for a level of flexibility for students. If they decided to go to a different level or class, they do not have to pay any additional charges. This service and fee levels the playing fields with regard to materials, textbooks, and how to access the students. The question was asked if the District could discern what portion of the bookstore provides the instructional materials, and to analyze the secondary functions, i.e., determine where parents and students would go, how they would interface with parents, etc.

Mr. Altenburg will review the implications of the changes, options, and present it to the Policy Evaluation and Goals Committee. Mr. Ruhland, Ms. Spivy and Dr. Isoye will follow up on this.

District Fees

Previously the administration brought a recommendation for a technology fee. An answer is needed in March so that the District can notify parents of this fee. The IMF fee pays for what the teacher recommends is essential to the course. Calculators are not covered because they do not have to be specific and are often passed down from one student to another in a family. Certain brands are recommended. The Chromebook and calculators are different tools and both are necessary.

**Long-term Facilities
Plan Committee
Update**

Mr. Prale and Mr. Altenburg presented the Board of Education with an update on the Long-term Facilities Committee. Conversations have occurred with different parts of the building and the stakeholders about the concepts, and the architects are reworking the concepts and bringing them back to the committee. A community meeting will be held March 14. Ms. Cassell reported that it was most useful to have students included and wanted them involved in the March 14 meeting. Students received a Google survey and 347 responded, the largest group did respond. One-hundred fifty of them wanted to look at cafeterias, study areas, resource centers, have more natural light come into the building, as well as how to market and move people through the space. They emphasized staying within the footprint of the school. Mr. Cofsky referenced the purpose of the committee was to: 1) deal with the repurposing of the pool; and 2) enrollment. Enrollment is down sized and a challenge exists to have that kind of direction, yet with ongoing changes, the committee is attempting to move ahead but as these things crystalize, the Board of Education has to return to these points. Mr. Prale stated that it is not just about enrollment, but conceiving how space is structured. They know how much space is needed; music has increased enrollment.

In keeping to a maximum of \$20 million for renovations, which includes fund balance and bonding or budgeting, one member asked what were the high level needs projected in the 5 to 10 years' timeframe, i.e., Fieldhouse? It was reported that was not the focus, but conversations about things such as a music wing, science wing, universal science lab, technology learning space, etc. have occurred. Mr. Weissglass stated that the Long-Term Facilities Plan was dovetailing with the pool and the District intends to bring design ideas to the community in early to mid-April. This should parallel with the LTFP and he trusted the architectural firm to frame up the information coming forward to the Board of Education so the conversations will intersect. Some of the Board of Education members reiterated that the Fieldhouse should be considered in the LTFP conversations. The Board of Education wanted guidance on what people thought about the Fieldhouse. How long it will last? Is it adequate? What are its

problems? The Board of Education wanted the conceptual work started. One member noted that the Fieldhouse was built for the 1920's and the demand for space since that time has increased. Scheduling and programming needs should be discussed.

The Board of Education recessed at 9:37 p.m. and resumed at 9:45 p.m.

Board Study of Equity Policies &

Dr. Moore, Dr. Isoye, and Mr. Weissglass have been discussing ways to move forward on the Board of Education's goal of equity: "Undertake Board of Education study of District's equity policies and practices". The Board of Education has committed to a deeper understanding of the racial work and the role it plays in policy formation and as such, agreed that it wanted to address the Board's goal related to racial equity and do so in a special meeting to better understand and do this work and to find its role in mutual accountability in terms of action steps, superintendent and administration, and the Board of Education makes systemic change. As such, it was the consensus of the Board of Education members to have 3 Special Board meetings, 3 or 4 hours in length, about equity conversations in the following potential areas:

- Understanding role of Pacific Education Group in our equity and achievement work. PEG has agreed to facilitate an open meeting for this work with the Board of Education on April 16, 2016. Its facilitation will be specific to the high school's experiences and its needs and allow for some of the work done with the faculty and administration as opposed to being in one of their larger offerings such as Beyond Diversity. Board of Education members were invited to go to those larger offerings.
- Broaden our individual and collective perspectives on racial consciousness to fully appreciate the work we are asking of our faculty and staff and how it affects the students' experiences, how the District is engaging students and how the Board of Education will move forward with that.
- Conversations with administrators, faculty and staff on status of equity work to date
- Role of equity learning strand and "Courageous Conversations About Race," in deepening racial consciousness and cultural considerations for students
- Read studies and discuss experience of other school districts undertaking systemic change relating to race

Data will be helpful in terms of how the District looks at equity.

When asked if different experiences had been identified, Dr. Moore stated that she was reading the book *Excellence through Equity* which is about leadership being courageous and dispelling myths and addressing the harder aspects of talking about equity and achievement. While several Board of Education

members have already read *Despite the Best Intentions*, no reading recommendations were being made at this time. Dr. Isoye stated that these meetings will be about looking in every direction, i.e., data, doing a book read, looking at themselves and how it fits individually, how the District responds to the environment, etc.

When asked what action steps would occur as a result of the meeting, the response was that OPRFHS has the expertise in house to help with racial consciousness, along with PEG and others.

Discussion ensued about whether the District was satisfied with the work of PEG. Dr. Isoye noted that in terms of the learning strands and in an area of conversations with administrators, faculty, and staff, they are changing. OPRFHS has partnered with PEG and it is important for the Board of Education to know the work. This is individualized work and foundational; it is not just about data.

Ms. Kalmerton will explore additional dates for these meetings as this will unfold over some period of time. Mr. Weissglass anticipated scheduling meetings about once a month.

While the topics are not directly related to PTAC, they are complementary.

Spring Standardized Testing Plans & 2015 PARCC

The Instruction Committee recommended that the Spring Standardized Testing Plans and 2015 be forwarded to the Board of Education as an informational item. It was noted that there was nothing conclusive as to why a significant difference in scores occurred between the paper-based and online assessment. However, one idea was that schools are not as familiarized with online testing.

Pool Update

Karin Sullivan was thanked for restructuring the pool page on the website to make it more user friendly. It is now in chronological order and everything is linked. Mr. Weissglass reported that he had written a One View to the *Wednesday Journal* in which he had illuminated what was provided in the document attached to the agenda about reaching out to the community. As the District moves forward it will broadly publicize the community engagement meetings.

Pilot Programs

Leadership and Launch

Board of Education members were encouraged to watch the video that was linked in the written material. The Strategic Plan Operations Committee recommended Option A be moved forward to the Board of Education as an informational item. In respecting the Board of Education request to bring all FTE requests at one time, the Board of Education will receive this request formally in March. At the

Tuesday night RF COG meeting, interest was expressed in the Leadership and Launch Program. How could leadership be provided to the middle school students? There was consensus of the Board of Education to approve this program at its March meeting.

SEL Coach

This program is going well.

**Compensation
Philosophy**

The compensation philosophy came to the full Board of Education first then to the Finance Committee and now as information to the full board once again. At the March 24 regular Board of Education meeting, the Board of Education will engage in a discussion about this.

Discussions had occurred about moving the meetings scheduled on March 15, but due to conflicting schedules the date was not changed.

District Reports

Several Liaison Reports were imbedded in the agenda.

At 10:22 p.m., the Board of Education resumed its closed session and resumed its open session at 10:44 p.m.

Adjournment

At 10:45 p.m., Dr. Gevinson moved to adjourn the regular Board of Education meeting; seconded by Ms. Spivy. A voice vote resulted in motion carried.

Jeff Weissglass
President

Sara Dixon Spivy
Secretary

Submitted by Gail Kalmerton
Clerk of the Board