

June 23, 2011

The regular Board meeting of the Board of Education of the Oak Park and River Forest High School was held on Thursday evening, June 23, 2011, 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: Terry Finnegan, Dr. Ralph H. Lee, Amy Leafe McCormack, Dr. Dietra D. Millard, Sharon Patchak-Layman, and John Phelan. Also present were: Dr. Steven T. Isoye, Superintendent; Amy Hill, Director of Assessment and Research; Philip M. Prale, Assistant Superintendent for Curriculum & Instruction; Lauren M. Smith, Director of Human Resources; Cheryl L. Witham, Chief Financial Officer and Treasurer; and Gail Kalmerton, Executive Assistant/Clerk of the Board.

**Visitors**

The Board of Education welcomed the following visitors: Kay Foran, Communications and Community Relations Coordinator; Janel Bishop, Assistant Principal for Student Services; Jack Lanenga, OPRFHS Staff; John Costopoulos, OPRFHS Faculty member; John Bokum, Kristine Coe, Caroline Song, Jamil Bou-Saab, John Edwards, an intern, Wyanetta Johnson and Burcy Hines of APPLE; Valerie J. Fisher, and Mary Bird, parents and community members; Randell Strickland of the MacArthur Foundation; Nancy Leavy of the League of Women Voters; Terry Dean of the *Wednesday Journal*; Bill Dwyer of the *Pioneer Press*, and James Jaworski of the *Chicago Tribune*; and Debra Kadin, Patch.com.

**Board of Education  
Appointment**

Dr. Millard explained that the Board of Education received Jacques A. Conway's resignation from the OPRFHS Board of Education, effective immediately, due to multiple personal and professional commitments that require greater time and focus. The Board of Education deeply regrets his decision as he has a long-standing affiliation with the communities for more than three decades and with District 200 for nearly 15 years. It is truly not possible to find a proper replacement for him.

Dr. Millard continued that in order to look for candidates to fill this vacancy, the Board of Education sent a request to the community for applicants to serve out Mr. Conway's term, which will end in April 2013. Ten letters from candidates whose experiences and backgrounds were varied and extensive were received. The Board of Education is especially appreciative of the strong interest all candidates expressed in serving on the Board of Education for the benefit of the high school and its students. After careful consideration of each of these ten, the Board of Education reached a consensus to select Valerie Fisher, based on her extensive Board service and her historical perspective of the District, to complete Mr. Conway's term. Ms. Fisher is well known in Oak Park and River Forest as she was previously elected to three terms on the Board of Education—in 1997, in 2011, and again in 2005, including serving as chair of each of the Board committees and also president of the Board of Education. She and her husband have three children, all graduates of the high school. Since her departure two years ago, she has remained actively involved in District and community activities. She has accepted the offer to serve out Mr. Conway's term.

Dr. Millard moved to approve the appointment of Valerie J. Fisher to serve the remainder of the unexpired four-year term of Jacques A. Conway; seconded by Mr. Phelan.

Ms. Patchak-Layman commented on the Board of Education's unique opportunity to select a board member based on the student, community, and the Board of Education's needs. It was a great opportunity to extend an outreached hand to the community by asking for applications from a variety of community members. She felt it was vital to bring someone with a variety of skills to the organization, some who had context, was different, and yet complimented the Board of Education. She believed the Board of Education should reflect its community as it sets an example of the school community. While Ms. Fisher is a fine person and she served on the Board of Education with her, the Board of Education had an opportunity to reflect the opinion of a segment of the community through the applicants. She did not support this appointment, because the Board of Education cannot have the kinds of discussions it needs to have without a diversity of people and views. The Board of Education acts as a focus group and is the eyes and the ears of the community. The more intimacy the Board of Education has with the students, the better it is able to bring forward issues and goals. She appreciated Mr. Conway's previous statements about what it is like for students trying to interface with the high school. That is the goal that the Board of Education has and it is difficult and harder to do when the Board of Education members are not part of that community or group.

While Mr. Finnegan acknowledged that replacing Mr. Conway was impossible, he was proud of the fact that the Board of Education had reviewed the candidates, not having the demographics or model, choose the best Board applicant at this time. The community has picked a wide variety of people for the Board of Education and it mirrors the demographics to a large degree. He was the only white male until the most recent election. The Board members do not see each other in that light. He wanted Mr. Conway and Ms. Fisher to know that this was a tough decision but he very pleased with her experience. He defended the Board of Education on its choice. In a post racial society, the Board of Education was not looking to fill any gap, just to choose the best person.

Dr. Lee responded that this was not a post racial society.

Mr. Phelan commented that it was unfortunate that there was no process at the outset by which to identify the candidates for this position. Perhaps those interested in the position should have filled out applications stating why they wanted the position. The Board of Education reviewed the letters received. It was not until demographics were mentioned that the Board of Education realized it did not have that information from most of the people submitting a letter. He thought it unfair to those whom that information was unavailable to consider it as a factor. He felt that he and the others who have worked closely with students in all organizations in both demographic categories, were doing the best for the students at the high school. He was confident about the candidate selected.

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

Dr. Millard administered the Oath of Office to Valerie J. Fisher.

**Conway  
Resolution**

Dr. Millard moved to approve the resolution honoring Jacques A. Conway for his dedicated service to the OPRFHS Board of Education (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.

Dr. Millard acknowledged Mr. Conway as having been a member of the Oak Park Police Department knowing the streets, a pastor, the father of 3 children, a husband, a School Resource Officer, a coach, a teacher, a mentor of students, a Board of Education member, and the president of the Board of Education for two years. While he may be quiet at the Board of Education table, he has a brilliant perspective and passionate message about the students and others. He does not hold grudges and holds himself equally high in accountability. She considered him a friend. Mr. Conway made recommendations for school improvement in order to make things better for the community and the students. The Board of Education is listening and she hoped that it would meet his standards.

Dr. Isoye acknowledged that Mr. Conway always spoke about the children, from his first interview with him to individual meetings with the Board of Education members. Dr. Isoye was glad he had the chance to work with him, even if only for one year. He has a wonderful history with the school and Dr. Isoye hoped that he would continue to be part of the school.

Ms. Fisher stated that Mr. Conway could never be replaced. She has never known someone who spends the amount of numberless hours in terms of service that he had. While he participated at the policy level as a Board of Education member, he also was coaching students, getting them interested in law enforcement, and working directly with students. Those students will never forget that and they will be different because of Mr. Conway's involvement. She promised never to forget his value.

Ms. McCormack, too, will miss Mr. Conway and that some of the qualities she found so positive were the same qualities that made him a fabulous dad. She treasured his wisdom, his gut instinct, his directness, sense of humanness, and his caring about the students. Every comment he made brought the Board of Education back to student issues. She was forever thankful for his being part of the Board of Education and helping her.

Dr. Lee stated that there were few elected officials in Illinois who were able to say what Mr. Conway could say, "I left my jurisdiction in better shape than when I found it."

Mr. Phelan, despite serving on the Board of Education for only a month, has known Mr. Conway for a number of years. Mr. Phelan coached his son in youth football and he was immediately taken with the serious drive,

determination, and work ethic of his son. He also watched his other son when Mr. Phelan and his son, some other players, and coaches traveled together. He too showed the same determine, drive, and work ethic. It was no surprise to hear that Mr. Conway had the same drive and determination for the students. He was grateful for his time with Mr. Conway and he wished him well.

Ms. Patchak-Layman stated that the Board of Education's legacy should be to make sure Mr. Conway's suggestions, as follows, were taken seriously.

- 1) Require all incoming freshmen to complete applications for three universities or colleges before graduation for the purpose of better understanding the various requirements for entrance into these institutions.
- 2) Require all seniors to serve a predetermined number of community service hours as a requirement for graduation. These hours could be used to tutor their fellow high school students in subjects in which they excel. They could assist the elderly or others in need. The opportunities are numerous and it will teach a life-long-lesson about giving back and not always being on the receiving end. I believe service builds character and teaches what life is truly about.
- 3) Put struggling minority students and other struggling students with teachers who are known as teachers who can teach them. Some teachers are better at that than others are. How are these teachers identified? One way is by self-selection. Another way is by seeking the opinion of minority students who have graduated from OPRFHS. Lastly, look at data. In which classes did black students gain the most? In which classes did black students earn the highest grades relative to their white counterparts?
- 4) Have a supported peer review of teachers. Look at a more robust peer review in comparison to the division head evaluations. Is it too hard to have students do an evaluation of their class and teacher?
- 5) Spend money by rewarding the struggling students with employment, stipends, and/or scholarships, for improving their grades and working to become better students and citizens.

She hoped that the Board of Education would approve a racial equity goal to regulate those disparities and eliminate the inhibitors of student and staff of color.

Mr. Finnegan wished him God speed, good luck, the Board of Education cared about him, and he would be missed.

Mr. Conway talked about his time on the Board, remembering some cherished moments with the other Board of Education members. He noted that he had worked with some great people in this building and he tried to have personal relationship with whomever he met. It had been a privilege to work with this crew and staff and be an advocate for the students. He was grateful for the work of the administrators. His children grew up here and they did well because of the foundation of this high school, as they were involved in athletics and clubs. He was grateful to those teachers who made the difference in the

academic lives of his children. He was also grateful for the citizenry who supported this building. He was pleased that Dr. Isoye was the superintendent.

Mr. Conway's next mission is to sustain a school in Haiti where it costs \$60 per year to educate a child, and that includes a uniform, lunch, education, etc. He talked about his recent mission to Haiti and the sights he saw. He said education is the key for all and all should have the opportunity for education. He wished all well.

**Agenda Changes**

It was the consensus of the Board of Education members to move Human Resources Item A and C to Executive Session.

**Public Comments**

Jack Lanenga, retiring OPRFHS staff member, thanked Mr. Conway for his service and the Board of Education, never doubting its motivation. He thanked Dr. Millard for protecting the health of his grandchildren, and he thanked Dr. Isoye for making this a great final year. Dr. Millard thanked him, too, for his service, noting that he would be missed. Ms. Leavy, a former Board of Education member, thanked Mr. Lanenga for a great tour of the roof of this building, as it was one of the highlights of her Board of Education tenure.

Burcy Hines, a community member, commented about the selection of the new Board of Education member. Having heard Mr. Finnegan say this time was post racial and was not important, she asked for a definition. She was concerned and disappointed that the Board of Education was unaware of school demographical statistics. She was baffled that the Board of Education did not consider a minority population when the Board of Education should be diverse. A minority member was lost and they needed another one. She continued that if the Board of Education did not have the information, it needed to look at what they had. Culture is very important when decisions about made about the lives of children. She wanted the Board of Education to gather data in all areas in order to represent minorities as the children of this country and this community needed someone to whom they can reach out. Post racial is not a good word and not having the demographics is not doing good work. She was disappointed that the Board of Education had not done its homework when it made this decision.

Ms. Johnson was disappointed with two Board of Education's decisions. While she felt Ms. Fisher was good, there was a crisis in the Village. She, as a minority, felt disrespected that the selection process of the Board of Education member was secretive. The District has not made AYP in six years. Ms. Fisher was on the Board of Education for 12 years and she voted against many things that the African Americans were trying to do.

While people complained about drugs and not having a closed a campus, she wanted the school to stop the fighting. What was unique about this applicant? While she knew that Ms. Fisher was a wonderful person, a lawyer, etc., racism is alive in this community. The demographics of the Board of Educations were now six to one. If that is not racial, what is? Mr. Conway had asked that Mr. Allen be appointed. The Superintendent and some Board of Education members did not know the school's history. She felt the Board made a bad decision on 1) closing the campus and 2) the selection of the Board member.

Mr. Stricken, of the MacArthur Foundation, spoke about the Foundation's work. He reported that research shows that punitive practices have been linked to high arrest rates, high school dropout rates, low performance, etc. He discouraged the Board of Education from moving in a more punitive direction. Adolescent development and restorative principles and practices are a counter point to punitive practices. Student brains are elastic and because they have social emotional wiring, they get a physiological response when they make a mistake. Their brains respond to punishment by making poor decisions and having poor relationships. When allowed to learn from those mistakes, i.e., rehabilitative and restorative principles, there is a net positive affect on students' brains. Research has been conducted across the country and it supports higher school performance and higher graduation rates, as well as bonding with the high school staff.

Mr. Jamil Bou-Saab, resident of Oak Park, talked about implementing the Freshman Mentor Program, a recommendation from the Joint Committee on Student Discipline and Behavior to be voted on by the Board of Education later in the evening. Mr. Bou-Saab serves as a member of the Citizen Council and a member of the Joint Committee on Student Behavior. He has two sons, one is an alumni and one who will be a junior.

A survey of incoming freshman high school students as to what was their greatest fear produced the following results.

- |                  |                           |
|------------------|---------------------------|
| 1. Social status | 6. Appearances            |
| 2. Lunch seating | 7. Getting lost           |
| 3. Work load     | 8. Peer pressure          |
| 4. Upperclassmen | 9. Dances                 |
| 5. Grades        | 10. Finding their lockers |

Mr. Bou-Saab stated that other challenges that students face are serious discipline infractions, attendance, serving detentions, and accountability. The Needs Assessment by Blueprint Education Group stated: "Students at the very top and very bottom do well at OPRF. Students in the middle struggle." Too many students are disconnected from the school. Too many students pass through OPRF without "being known." In his opinion, a lack of focus on relationships with all students as well as ongoing and personalized counseling services has left too many students having to fend for themselves. The Blueprint report recommended positive change and the Joint Committee on Student Behavior is recommending a Freshman Mentor Program (4 days a week for 20 minutes in classroom). This program will not be the answer to all the challenges but to most. He provided the details of the program.

Ms. Song, resident of 238 Forest Avenue, Oak Park, announced herself as an active parent, informed layperson on educational efforts, and questioned the Board of Education on why the school day started at 8:00 a.m. She also stated that the Board of Education had not operated with financial constraints and that it had not addressed the achievement gap. She suggested that OPRFHS "go big or go home." She recommended either going big relative the student achievement gap or

returning the taxpayers' money. Either challenge the students or reduce the taxpayer levy.

Mr. John Bokum, resident of 629 S. Home, Oak Park, noted that he too was disappointed with the Board of Education's appointment to Mr. Conway's seat and the Board of Education's lack of transparency; he had hoped that the Board of Education would have interviewed the candidates. He also hoped that the Board of Education meetings would be broadcast.

**Status of FOIA Requests**

Dr. Millard reported that five FOIA requests had been received and four had been resolved.

**Board of Education**

While believing in First Amendment rights, the freedom of speech and the right to give public comment, Ms. McCormack stated that just because something is constitutional does not make it right. She was appalled by some of the personal comments made about Ms. Fisher. She was grateful to her for wanting to serve this school again. She welcomed input from the public as to how to replace a board member in the future. Limited resources were available to the Board of Education on how to select a new member. It was the charge of this elected Board to choose a replacement for Mr. Conway, who the Board of Education valued and will miss greatly. She considered all of the candidates who indicated their interest in filling this role and she felt Ms. Fisher was an excellent choice.

Ms. McCormack found it irresponsible that a fellow board member and, from a leader at District 97, would have suggested that this Board of Education's choice of Board member did not care about diversity at this high school or that it did not represent the interests of the high school. This is a process. The decision was not based on a protected category, not on race, sex, national origin, sexual orientation, or age. She was grateful to Ms. Fisher and she was sorry that her first meeting was controversial.

Mr. Phelan stated that every effort had been made to come up with a fair a process as possible. He felt something was wrong with a situation where what is supposed to be an effort for the community to get behind and support the people who are giving voluntarily of their free time to make this community and school better but then are subjected to personal attacks. The First Amendment is important but it is also the last refuge of cowards. He was disappointed that someone would misquote a board member and attribute statements to him/her that they did not make and then engage in personal attacks. He hoped that the community could move forward. The Board of Education came to a consensus and it was not to impugn anyone who applied and as a result held the discussion in closed session about his or her pros and cons and then came to the decision. He has come to admire other Board of Education members, including Ms. Patchak-Layman, who speak their minds. He hoped the public would recognize those intents and efforts.

Ms. Patchak-Layman thanked Mr. Stricken for coming to talk about restorative justice and the conversation about Courageous Conversations. She had resurrected her conference materials on dignity within schools where restorative justice and PBIS was discussed. They both helped students improve

their behaviors and she appreciated his speaking to the Board of Education about this. She hoped that the school would work with the MacArthur Foundation on models of change as another tool in the District's tool chest.

### **Principal Report**

Principal Rouse reported that 1) freshmen must register by June 30 in order to participate in the August 24 Freshman Day and receive their schedules and IDs, which includes establishing residency and submitting a physical examination form; 2) the summer construction work involves mostly state-mandated Life Safety projects, including updating ventilation, plumbing, electrical systems and wiring, ceilings and lighting; 3) the District, inclusive of students, staff, and faculty, will create a lunchtime environment that supports the educational goals of the high school and promotes social, emotional and physical health of students next year; 4) BLT is working on the implementation of the modified campus framework and includes the following components a) conditions; b) logistics; c) supervision; d) eligibility management/monitoring; e) resources; and f) communication 5) By August 1, a community- and staff-wide communication plan will be enacted; and 6) Effective July 1, Chala Holland will be the Assistant Principal for Instructional Administration and Kristen McKee will be the Reading/Response to Intervention Specialist.

### **Certification of June 2011 Graduates**

Dr. Millard moved to certify the 735 June 2011 Graduates of OPRFHS; seconded by Mr. Finnegan. A roll call vote resulted in all ayes. Motion carried.

Of the 99 non-graduate students, 57 will be retained in the Special Education Department until the age of 22 and of the 42 who did not meet the graduation requirements, 15 will graduate after summer school, 5 went to private placements, 12 will be enrolled at OPRFHS in the fall, and the 5 foreign exchange students will return to their homes. Note that fifth year students were considered part of the Class of 2011.

Note: Because most of the information at this meeting was new to Ms. Fisher, she would be abstaining from most of the actions on the agenda.

### **Approval of Student Handbook Modifications**

Dr. Millard moved to approve the *Student Handbook* modifications, with the modifications noted below; seconded by Ms. McCormack. A roll call vote resulted in six ayes. Ms. Fisher abstained. Motion carried.

Mr. Rouse stated that a supplement to the *Handbook* would be presented to the Board of Education for approval after finalizing the changes relative to a modified lunch option.

- Under Pupil Support Services, Page 3, Para. 2, Line 1: unstrike the word "four".
- Under Bookstore, add statement as to what parents/guardians who are unable to pay, explaining who to contact.
- Under Appropriate Attire, work with the attorney on language having to do with appropriate dress, except for the expression of religion. It was noted that when student dress is a question, it is an opportunity for conversation about the District's guidelines.



- Under Student Rights, General Behavior and Conduct Behavior, add a seventh bullet point as follows: “Privacy of personal student information except as approved by the Board of Education for school-related purposes.”
- Under Restricted Lunch, add a statement that students who qualify for the Free and Reduced Lunch program will be provided a lunch.
- In the glossary section, under the definition of Inappropriate Attire, add, “Religious headwear or headwear for medical purposes is allowed.”

Discussion ensued about the intent, scope, and reason for social probation. Mr. Rouse explained that social probation was used as a deterrent for egregious behaviors. This language in the *Handbook* has not changed from last year and it is an articulation of practices. It is generally used for Class 3 or 4 infractions, but it could be used if a student has received too many tardies, i.e., 20. Deans will use this to incentivize improvement of behavior.

Both Ms. McCormack and Ms. Patchak-Layman asked for a thorough discussion about discipline in the coming year.

**Joint Committee on Student Discipline Recommendations**

Dr. Millard moved to approve Subcommittee 1, Recommendation #1, as follows; seconded by Dr. Lee. A roll call vote resulted in six ayes. Motion carried. Ms. Fisher abstained.

- Aim to institute a Freshman Mentor Program (FMP) for the 2012-2013 school year.
- Identify two staff members to run the program. They will plan for this during their supervisories of the 2011-2012 school year.
- Require all freshmen to participate in the program.
- Initiate a rigorous application process for junior and senior mentors in the spring of 2012 (these students will be sophomores and juniors at that point) in order to ensure mentors are academically, socially, and emotionally qualified.
- Re-vamp the supervisory assignments for teachers to allow approximately forty teachers to be faculty advisors for the program in 2012-2013.

Mr. Finnegan moved to approve Subcommittee 2, Recommendations No. 1, 5, 6, 8, 9 and 10, as presented; seconded by Mr. Phelan. A roll call vote resulted in six ayes. Ms. Fisher abstained. Motion carried.

**Recommendation #1:** Maintain status quo as described on pages 18 and 31 of student handbook. Any student on social probation can be excluded from prom. Egregious infractions at any point in the year or Class III or IV infractions that occur between Prom and Graduation could also result in the possible revocation of graduation participation privileges.

**Recommendation #5:** The defiance of authority infraction should be divided into two separate infractions: active and passive. Active defiance should become a level III infraction.

*Passive defiance of authority*—the definition should read: “Includes but not limited to the failure to comply with an agreed upon directive, e.g., repeatedly failing to serve assigned detentions, repeatedly failing to properly wear one’s ID, or

repeated failure to comply with other level one or two infractions.” The consequences should be the same as the current level II defiance infraction. Active defiance of authority—this should have the same definition as the current defiance definition given on page 36 of the student handbook: Refusal to obey school rules; refusal to obey direct, clear, and specific directions of a person in position of authority.

Active defiance should be elevated to a level three infraction and carry the following consequences:

- 1<sup>st</sup> offense = B
- 2<sup>nd</sup> offense = C
- 3<sup>rd</sup> offense = D-E
- 4<sup>th</sup> offense = E-F

**Recommendation #6:** Combine the current infractions of bullying and cyber bullying. New infraction would be “bullying/cyber/electronic bullying.”

**Recommendation #8:** For the above infractions (bullying/cyber/electronic bullying, harassment) AND for the infraction hazing/initiation rites, change the consequences for each infraction to:

- 1<sup>st</sup> offense = C-F
- 2<sup>nd</sup> offense = D-F
- 3<sup>rd</sup> offense = F
- 4<sup>th</sup> offense = F

**Recommendation #9:** Gross Misconduct should be divided into two classes of infractions: Class III and Class IV and defined as follows:

- Class III gross misconduct should include any behavior that a reasonable person would consider inappropriate, but is not otherwise delineated in the code of conduct.
  - 1<sup>st</sup> offense = C-D
  - 2<sup>nd</sup> offense = D-E
  - 3<sup>rd</sup> offense = E-F
  - 4<sup>th</sup> offense = F
- Class IV gross misconduct should include any combination of currently defined infractions in one incident and/or behavior that a reasonable person would consider seriously egregious, but is not otherwise delineated in the code of conduct
  - 1<sup>st</sup> offense = E-F
  - 2<sup>nd</sup> – 4<sup>th</sup> offenses = F

\*\*Please remove the current definition for gross misconduct and define it as outlined above.

**Recommendation #10:** There is a typo on the Code of Conduct – Codes & Symbols page of the handbook. The (\*) explanation has an error. The word infraction should be changed to consequence and it should say, “. . . will be cause for changing the consequence code to E-F.”

Dr. Millard moved to approve Subcommittee 2, Recommendation No. 2; seconded by Ms. McCormack. A roll call vote resulted in six ayes. Ms. Fisher abstained. Motion carried.

**Recommendation No. 2:** Combine the following two Class III infractions: under the influence of an illegal substance and under the influence of a controlled substance. This new infraction would become “under the influence of an illegal/controlled substance” with the same consequences.

It was the consensus of the Board of Education members to consider Subcommittee No. 2’s Recommendation Nos. 3, 4 in the Policy Evaluation and Goals Committee as this would require a change in policy, and must go through first and second reading.

Mr. Phelan moved to approve Subcommittee 2, Recommendation No. 7; seconded by Dr. Lee. A roll call vote resulted in six ayes. Ms. Fisher abstained. Motion carried.

**Recommendation #7:** Create a new Class III infraction for Harassment.

Dr. Lee moved to approve Subcommittee 3, Recommendation No. 1; seconded by Ms. McCormack. A roll call vote resulted in five ayes, one nay, and one abstention. Ms. Patchak-Layman vote nay and Ms. Fisher abstained. Motion carried.

**Recommendation #1:** Students who fail to serve Plastco detentions or dean-issued detentions should not be eligible to participate in extra-curricular events as spectators or participants or to leave campus for lunch until they have served their detentions. Coaches and club sponsors will be asked to enforce this with their participants based on weekly reports from skyward, similar to what is currently done for athletic eligibility using weekly grade reports.

Ms. Patchak-Layman felt this would deter student engagement in extracurricular activities. Dr. Lee noted that the District has the ability to suspend and expel students but it lacks how to enforce lower level of infractions, which are just as important as the most serious infractions.

Dr. Lee moved to approve Subcommittee 3, Recommendation No. 2; seconded by Mr. Phelan. A roll call vote resulted in five ayes, one nay, and one abstention. Ms. Patchak-Layman vote nay and Ms. Fisher abstained. Motion carried.

**Recommendation No. 2:** Automate the class drop process when students accumulate four UAs in a class. Students who are dropped may file an appeal. The appeal process would include a meeting with the student’s teacher, counselor, and dean to make a decision about whether a student will be allowed to remain in class. The student would remain in class until the appeal decision is made.

Mr. Finnegan moved to approve Subcommittee 3, Recommendation No. 3; seconded by Dr. Millard. A roll call vote resulted in four ayes, two nays, and one abstention. Ms. Patchak-Layman and Mr. Phelan voted nay and Ms. Fisher abstained. Motion carried.

**Recommendation #3:** An absence should be considered anything over 10 minutes late to class without an excused pass.

The rationale for this change is that currently a student late for class is not considered absent from a class until he/she is more than half the period late, or 25 minutes late. This causes students who are only a couple of minutes late to procrastinate before going

to class because they know there is no difference in the penalty until they are 25 minutes late. Late arrivals cause an even greater disruption to the learning environment. This would be yet another strategy to encourage students to be in class on time. There should be no excuses as Plastco traffic is only 1 to 3 minutes and Physical Education has agreed to end their classes a couple minutes early so that students can change their clothes and be ready to leave when the bell rings.

Because of the volume of unexcused absences (28,000 last year), one-on-one conversations with students and their counselors the first time they are late to class will not occur because the District does not have the work force to do so. However, an automatic phone call does go home to parents. The District does not have a specified process to address truancy, as it is a dean responsibility. While the current policy states the student can be dropped after four unexcused absences, the Deans cannot get to all of them and it makes for inconsistency. The District is attempting to strengthen its ability to hold students accountable. During the appellate process for parents, extenuating circumstances are considered.

Ms. McCormack felt communication was an important piece and it was suggested that it be a Board of Education goal. She also wanted to see consistency in enforcement.

Ms. Patchak-Layman wanted the District to help students understand the connection between being late and disrupting education, and then to help them change their behavior versus setting a rule and being consequence if the rule was broken.

Dr. Millard asked the administration to bring forward changes if what was approved were not in the best interests of the students.

**Approval of Intergovernmental Agreement**

Dr. Lee moved to approve the Agreement with the Regional Safe School Agreement; seconded by Mr. Finnegan. A roll call vote resulted in six ayes. Ms. Fisher abstained. Motion carried.

**Tradition of Excellence Award Recipients**

Ms. Patchak-Layman moved to approve the Tradition of Excellence Award Recipients; seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

- 1972 Graduate Iris Krasnow, Journalist/Professor
- 1994 Graduate Philip Radford, Environmentalist Alternates
- 1973 graduate T. Linda Brubaker, Medicine; and
- 1989 graduate Jessica Kerwin Jenkins, Writer

**Superintendent Comments**

Dr. Isoye reported that 1) the demolition portion of construction was going well and the construction firm has been attentive to the necessary functions of summer school; 2) DLT and BLT are working together to develop a modified closed campus; 3) he attended a meeting hosted by Paragon Development Systems (PDS), with guest speaker and futurist, David Houle, who talked about the Transformation Decade and what that means for the future in the business realm and a presentation from the Chief Technology Officer for PDS Austin Park, who discussed cloud computing and the impact this will have on organizations; 4) he met with Carolyn Newberry Schwartz about the Collaboration for Early Childhood Care and Education; 5) he met with Oak Park Village Trustee Ray Johnson about

things happening in the Village and at the high school; 6) he is a member of the Pioneering Healthy Communities Committee; 7) at the Board of Education retreat on June 16, the focus was on the Board of Education's goals for the upcoming year and how to best utilize its time with meetings in 2011-2012. The next retreat will specifically look at achievement.

### **Consent Items**

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

- the Check Disbursements and Financial Resolutions dated June 23, 2011;
- the Treasurer's Report for May 2011;
- the Monthly Financials for May 2011;
- Institute Day Plans and Dates 2011-12
- the appointment of Citizens' Council Members for 2011-12;
- renewal Package Policy, Liability Umbrella Insurance and School Board Legal Insurance;
- renewal of Workers' Compensation Insurance;
- renewal of ASBO Joint Purchasing Cooperative Membership;
- Renewal of Adolescent Health Project;
- Award of Printing Bid;
- Office Supply Bid;
- Contract Between District 200 and Triton College;
- E2 Infrastructure Services Contract;
- Residency Officer Contract;
- Marching Band Uniform; and
- Flexible Benefits Plan Document;

seconded by Ms. McCormack. A roll call vote resulted in six ayes. Ms. Fisher abstained. Motion carried.

### **Thrive Counseling**

Dr. Millard moved to approve the contract with Thrive Counseling, as presented; seconded by Mr. Finnegan. A roll call vote resulted in six ayes. Ms. Fisher abstained. Motion carried.

Ms. Patchak-Layman asked about the number of hours the substance abuse coordinator would work. She also inquired about how many and the frequency of which students were being seen and if that would affect the new person's workload. Mr. Rouse explained that this person would work 35 hours per week. The first paragraph of the contract dealt with a prevention program, e.g., working with committees, and resource managers, etc. Resource Managers will provide prevention opportunities as well. With regard to a substance abuse coordinator position, Mr. Rouse explained that the District's present model of the Resource Manager and Counselors and the current OPRFHS staff have the skill sets to implement a preventative model.

Mr. Phelan asked for additional discussion during the school year. Ms. Patchak-Layman also wanted to discuss whether this division should use outsourced personnel, as much coordination of students and staff is needed and the people in these positions needed to work 10 months, full days, and not just the 35 hours per week.

**Student Parking**

Dr. Millard moved to pre-purchase 185 student parking permits from the Village of Oak Park; seconded by Mr. Finnegan. A roll call vote resulted in six ayes. Ms. Fisher abstained. Motion carried.

The District pre-purchases these parking permits in order for the students to purchase them at a lower price. The price for next year is 50% higher than last year.

**Policy**

Note: The Board of Education approved the review of the Policy Manual by the IASB Press Services.

**Gifts & Donations**

Dr. Millard moved to accept with gratitude the gifts and donations, 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.

**Faculty Attendance Data 2010-11**

The administration provided the Board of Education with statistical information related to attendance data for members of Faculty Senate.

	2009-2010	2010-2011	% of Change
Sick Leave	1957	1736.5	-13%
Personal Leave	432.5	417.5	-4%
Professional Leave	977	1003	3%
Jury Duty	31	41	24%
<i>Total</i>	3397.5	3198	-6%

Dr. Millard asked that in future reports the number of staff in the different departments be listed.

**Minutes**

Dr. Millard moved to approve the open and closed session minutes of May 26, 31, June 14, 16, and 18, 2011 and declared that the Audiotapes of the closed sessions in September 2009 shall be destroyed; seconded by Mr. Phelan. A roll call vote resulted in five ayes, one nay, and one abstention. Ms. Patchak-Layman voted nay and Ms. Fisher abstained. Motion carried.

**April Election**

Dr. Millard informed the Board of Education that she had conducted an investigation with a candidate and the school about a concern raised by Kristin Coe, a River Forest resident, with regard to the April Election. She received a campaign flyer for Ms. Patchak-Layman inserted into a plain white envelope, with her son’s first name blacked out and the word “family” written next to the last name. The label appeared to be cut off at the top.

Dr. Millard spoke with Ms. Patchak-Layman after spring break who said that some volunteers had sent out a mailing and that she would look into the source of the mailing this. In May, Dr. Millard informed Ms. Patchak-Layman that Ms. Coe had requested a meeting with the volunteers who had sent the mailing. Two volunteers, Dr. Millard, Ms. Patchak-Layman, and Ms. Coe attended that meeting. Ms. Patchak-Layman stated that she had no knowledge of the mailing and that while the volunteers could not identify where their list came from, as it had been in their possession for many years, it

did not come from high school. It is not appropriate to address a mailing to a student even with the name crossed out. She had not been able to identify any staff member who would have provided that information since an email went out about the confidentiality of student information. Dr. Isoye will send a written message to faculty and staff, reminding them of Policy 5157, and one to the parent groups informing them that the school will no longer provide student information even for fundraising purposes. This is a distinct reminder that student information, including names and addresses, must be restricted.

Ms. Coe, resident of 611 Edgewood, River Forest, had been extremely disconcerted that a label with student information in a format used by the school would be used by a candidate in a campaign. It was not her concern that this was a violation of the election authority, but that OPRFHS expects more of its representatives, e.g., modeling behavior in ways in which the candidates can be proud. Her son had a 504 plan at OPRFHS, so this was not just a violation of student privacy but also specifically an intolerable violation of special education. Many parents would not want this discussion at a board table and it was incumbent on all to respect students and to model integrity. She explained that the school label had been marred by having the row that says “to the Parents of” removed. Someone would not write a label with the last name first and then then first name. She did not want to impugn any staff members. She also questioned District 90 to see if it would have provided this information and she was comfortable that it had not. This is an opportunity to look at the District’s policies and procedures and ensure that the actions matched. There was discussion of an election violation, not at the state level, but locally. She asked the Board of Education members to look at their own actions and ensure that they represent those things that are best.

As a parent of an incoming freshman who has served on boards and understands the supreme benefit that can be provided by historical knowledge, she was most appreciative of Ms. Fisher stepping forward to serve again. She had a profound appreciation of the very urgent and important work before the Board of Education and was appreciative of everyone here. In many ways, there is great youth in the Board, the administrative team, the enthusiasm, and new visions. Thank you.

Only one instance of this mailing had occurred.

Ms. McCormack expressed disappointment as she felt this was both an election and a student privacy issue. A candidate has the responsibility to control what is done on his/her behalf and to talk with the people who are supportive and to make sure they are abiding by the law and getting the lists appropriately. If she found out something had gone out on her behalf, she would have apologized. Dr. Lee asked if the person who sent out the mailing might not have supported Ms. Patchak-Layman and did this to discredit her.

Ms. Patchak-Layman explained that she first heard about this on April 18. She had been out of town when this mailing was sent. She clarified that there was no election committee other than herself and that she had no understanding ahead of time as to what would take place. The comments she made were to let your friends know that she was running. She did not know that a mailing would be sent. She did not provide a flyer. She found out

about the mailings after coming back the day after the election. She had no prior knowledge.

Mr. Phelan suggested that the administration put a mark or signature on labels so that they are traceable.

**Committees**

Dr. Millard noted the Board of Education would discuss the role and responsibility of the finance chair at its July 12 meeting. After that discussion, she will announce the chairs of the committees. Dr. Millard announced the Board of Education's liaison responsibilities to the parent groups.

The Board of Education acknowledged the passing of GeorgAnn Amato Zussman who was instrumental in the PTO organization at one time.

**Closed Session**

At 11:30 p.m., on June 23, 2011, Dr. Millard moved to enter closed session for the purposes 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 Mr. Finnegan. A roll call vote resulted in all ayes. Motion carried.

The Board of Education resumed its open session at 1:40 a.m.

**Personnel  
Recommendations**

Dr. Lee moved to approve the personnel recommendations, as amended seconded by Dr. Millard. A roll call vote resulted in five ayes, one nay and one abstained. Mr. Finnegan voted nay and Ms. Fisher abstained. Motion carried.

**CPA**

Dr. Millard moved to ratify the terms of the CPA Contract; seconded by Mr. Finnegan. A roll call vote resulted in six ayes and one abstention. Ms. Fisher abstained. Motion carried.

**Adjournment**

At 1:42 a.m. on Friday, June 24, 2011, Dr. Millard moved to adjourn the Board of Education meeting; seconded by Mr. Phelan. A roll call vote resulted in all ayes. Motion carried.

Dr. Dietra D. Millard  
President

Amy McCormack  
Secretary