

January 19, 2012

The regular Board meeting of the Board of Education of the Oak Park and River Forest High School was held on Thursday, January 19, 2012, in the Board Room of the OPRFHS.

**Call to Order**

President Millard called the meeting to order at 6:36 p.m. The following Board of Education members were present: Valerie J. Fisher, Terry Finnegan, Dr. Ralph H. Lee, Amy Leafe McCormack, Sharon Patchak-Layman, Dr. Dietra D. Millard, and John Phelan. Also present were Dr. Steven T. Isoye, Superintendent; Dr. Tina Halliman, Director of Special Education, Lauren M. Smith, Assistant Superintendent for Human Resources; Nathaniel L. Rouse, Principal; Cheryl L. Witham, Chief Financial Officer; and Gail Kalmerton, Executive Assistant/Clerk of the Board.

**Closed Session**

At 6:37 p.m., on Thursday, January 19, 2012, 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); the placement of individual students in special education programs and other matters relating to individual students 5 ILCS 120(2) ((11); seconded by Mr. Phelan. A roll call vote resulted in all ayes. Motion carried.

At 7:26 p.m., the Board of Education reconvened its open session and moved to the third floor Library for public comment.

Joining the meeting were: Philip M. Prale, Assistant Superintendent for Curriculum and Instruction; Nathaniel L. Rouse, Principal; Michael Carioscio, Chief Information Officer; Amy Hill, Director of Assessment and Research; and James Paul Hunter Faculty Senate Executive Committee Chair.

**Visitors**

The Board of Education welcomed the following visitors: OPRFHS faculty and staff as follows: Kay Foran, Communications and Community Relations Coordinator; Richard Mertz, History Division Head; Chala Holland, Assistant Principal for Administrative Instruction; Cindy Milojevic, Assistant Principal for Student Activities; Dale Craft, Physical Education Division Head; Dan Kleinfeldt, Drivers Ed Department Chair; John Stelzer, Athletic Director; Sheila Hardin, Faculty Senate Executive Committee speaker; Jessica Stovall, and Robert Zummallen, Director of Buildings and Grounds; member; Terrie Raeburn, chair of Students 4 Success (AKA PTO); students Lisa Allen, Latroy Robinson and Piere Trent; Bill Dwyer of the *Pioneer Press*; Terry Dean of the *Wednesday Journal*, John Bokum, Jr., Paul Carbery, Paige Rodgers, Dmitry Baycharov, Liz Baca, Dina and Michael Barron, Caitlin Bell, Chris Brandt, Carrie and Gordon Brinkman, Ben Gronwald, Louise Carbery, Jack and Tom Casey, Luke Casson, Allison Channic, Katharine Christmas, Dana, Emma, Joe, and Hannah Connell, Alanna, Nancy and Dennis Dassoff, Alvaro Donayre, Sydney and Sarah Dolan, Karina Donayre, Van Gallagin, Carol and Josh Gronwald, Samantha, Elizabeth and Marcelo Halpern,

Sam Heidorn, Rosie Huggins, James Kelly, Tim and Janet Kelly, Claire Kissinger, Grant Krueger, Dr. Barb Langer, Faith Lewis, Will McNeil, Mitch McVer, Mary T. Meegan, Mahala Miller, Deja Morataya, Sam Munno, Adam Nojtas, Sean Obrecht, Owen Osagea, Kyle and Bret Patnade, Ellen and Nathan Pimentel, Michael Quinn, Pat Raeder, Will Raidt, Lynn Reeds, Maddie and Doug Rees, Jenny Riley, and Melinda Robinson.

## **Public Comments**

Michael Quinn, resident of 303 Linden, Oak Park, and graduate of 2011, encouraged the Board of Education to start on a master plan to evaluate and create a 21st century aquatic facility because the present pool is too small and the locker rooms need updating. OPRFHS has a one-third larger enrollment than other schools built before 1930. While OPRFHS presently does not have diving, it has the No. 2 diver in the state. He continued that the groups who use the pool feel constrained. While TOPS is one of the better swimming clubs in the region and is a great feeder program to the high school, it is restrained because of the lack of facilities. He added that this was not just the high school's issue.

Ellen Pimental, resident of 147 Lombard, Oak Park, a parent of 3 swimmers, and a leader of TOPS, stated that the high school has an opportunity to work with other governmental entities to create a swimming arena that will replace the inadequate swimming pools in this area. Such a facility could benefit those who have health issues such as asthma and are subject to attacks because of poor ventilation. Fitness and health are important in these communities and athletics helps students feel involved in the school.

Alanna Dassoff, resident of 632 N. Humphrey, Oak Park, reiterated that the swimmers in this area deserve a nice place to practice.

Tim Kelly, resident of 810 Wenonah, Oak Park and parent of 2 OPRFHS swimmers, distributed a concept drawing for a new pool configuration. After speaking with Mr. Zummallen and because of his participation on the Park District Board, he understood the endless treadmill of pool repairs and leaks. He continued that the Park District had spent over \$2 million on its pools built in the 1960's. He explained how his drawing could save on construction costs. The result would be a new pool and, thus, significantly less maintenance costs. He suggested forming a committee to study the project. He concluded by saying that the Board of Education must decide if the value of the pools to the communities exceeds its cost.

Ian Silber, resident of 228 Wesley, Oak Park, and parent of 4 children, saw great value in the swim program, as it brings focus and discipline to high school students who carry that over to their college experience, even when they chose to participate in alternate sports. It teaches them how to schedule their time. Providing the appropriate facilities is important; it will benefit the next generation of students. He asked that the high school and the Park District move forward on this.

Mahala Miller, resident of 1170 S. Harvey, Oak Park, and four-year member of the synchronized swim team, noted some concerns about the current pool:

- 1) Clarity of the water is lacking, unless it is immediately after a pool cleaning;
- 2) Deck space is lacking, particularly when it has to be shared with another team, such as water polo. The lack of deck space limits creative expression.

- 3) The locker rooms. Students are constantly slipping because water is pooling on the floors and there is general grime.

Dr. Barb Langer, resident of River Forest, advocated for the high school to work with the Park District to expand the programs for a large community pool. She advocated enclosing one of the outdoor pools, either Rehm or Ridgeland. She had contacted firms who have enclosed pools successfully for under \$2 million and gives a 25-year guarantee. She explained that the ends of the pool could be opened during the summer. She felt that those who lap swim at Ridgeland Commons in the summer would use the pool the rest of the year. She felt the Ream pool would be a better possibility. She offered to provide the contact information for the firms to whom she spoke.

Sam Heidorn, 531 S. Grove Avenue, Oak Park, and Sam Munno, both swim team members, stated the following:

- 1) Rodents and cockroaches have been found in the pool;
- 2) Chlorine levels are not maintained appropriately;
- 3) Of the 15 showers, only 5 work;
- 4) The locker rooms are connected to the bathroom. Using the unused air purifiers from the stadium would be helpful.

Lou Cassen, resident of 315 S. Grove, Oak Park and parent of a TOPS swimmer who will start at the high school in the fall, concurred that this was an opportunity for the Board of Education to help get the needed pool facilities for the community by engaging the Park District and the Village of Oak Park. He urged the Board of Education not to rely on any other entities to spearhead this project. This is not just about the planning; it is also about the implementation.

Community members invited the Board of Education to take a tour of the OPRFHS pools and other pools in the swim conference and do a comparison.

Katherine Christmas, resident of 601 Bonnie Brae, River Forest, was considering sending her children to Fenwick because of the condition of the OPRFHS pools. She was sad to see how badly the pools had deteriorated since her own use of them. She volunteered to participate on a committee that dealt with this issue.

**Pool Status**

Dr. Isoye stated that the District recently learned that it could no longer allow diving in the pool because of safety reasons. He and Ms. Witham are in talks with the architect about speaking to a pool consultant. The District recognizes that there will be a variety of discussions to broaden its scope of options available. The Board of Education will receive periodic updates.

The Board of Education recessed its open session at 8:07 p.m. to move back to the Board room. The meeting resumed at 8:17 p.m.

**FOIA Requests**

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

**Board of Education Comments**

Ms. Patchak-Layman noted her concern about student recordkeeping with regard to the students' future endeavors given the current conversations with the villages about tobacco, cannabis, and alcohol. Colleges often ask whether students have been found responsible for a disciplinary violation while in high school, whether

related to academic or behavioral misconduct, or if the student has ever been convicted of a misdemeanor, felony or other crime. If the answer is yes, the applicant describes the details on a separate piece of paper. A “yes” or “no” answer becomes a divider for those making applications. She continued that health concerns and the discipline system are being mixed together. She cautioned that the District needs to be aware of the additional barriers and that this would not match the Board of Education’s goal to have all students eligible to attend college. The District must make sure it is supporting these students and that it is not mixing up health concerns with more serious disciplinary actions.

Superintendent Report—Dr. Isoye welcomed faculty, staff, and students back from winter break. The building remained busy during break with a variety of athletic events and Buildings and Ground cleaning the building.

Dr. Isoye reported that students took their first semester finals this week.

Dr. Isoye thanked Michael Byars for organizing the wonderful Martin Luther King Jr. Assembly last week. Mr. Rob Breymaier of the Oak Park Regional Housing Center was a guest speaker and helped kick off the event. Students performed through dance, music, poetry, and speech in celebration of Martin Luther King Jr.

The Board of Education participated in a Tri-board meeting with Oak Park District 97 and River Forest District 90. At the meeting, all the boards were engaged in the work of technology and communications. Each board of education will have follow up conversations about the work of the meeting. The three superintendents had follow up discussion on this.

The District 200 Board of Education held a retreat focusing on student achievement on January 9, 2012. Its focus was about the achievement gap and its work towards building a District scorecard.

The District Leadership Team (DLT) held a one and a half-day retreat that focused on the budgeting process. The focus was on the future and how to build the budget and present the budget to the Board of Education. The Board of Education’s Facility Advisory Committee (FAC) model is a part of this work. The Advisory Leadership Team report to the Superintendent will be presented that evening.

Mr. Rouse, Ms. Foran, and he attended a meeting with the Village of Oak Park to look at ordinances with regard to the work of IMPACT. The District received a link to the ordinance that was presented to the Village Board of Education the following day. The high school has made no comment about the ordinance.

Both he and Dr. Millard attended the River Forest Council of Governments meeting at which the Oak Park Youth Township presented.

Dr. Isoye attended the IASA West 40 meeting for superintendents where a presentation was made by the Executive Director of IASA about the work being done in the state of Illinois on education.

Dr. Isoye attended a meeting for Pioneering Healthy Communities (PHC). The PHC wants to present its work to the Board of Education. Last year members of various boards were invited to a meeting at District 97 where PCH presented.

**Physical Education  
Division**

Mr. Craft thanked the Board of Education for the opportunity to inform the members about the progress occurring in the Physical Education and Driver Education Division.

In the last three and a half years, the Physical Education Department has:

- Transitioned students from an elective program for all four years to a core curriculum for freshman and sophomore students and elective curriculum for junior and senior students;
- Developed a core curriculum for freshmen consisting of classes in aquatics (CPR and AED training), dance, fitness, and self-defense;
- No other high school in the country devotes the amount of time and commitment to delivering a comprehensive self-defense program to both boys and girls. Sarah's Inn honored OPRFHS with its Step Back Award in this regard;
- Developed a core curriculum for sophomores consisting of Adventure Education and a second aquatics class;
- Transitioned from manually scheduling students each quarter in the Field House to scheduling them using Skyward;
- Transitioned from using paper student record cards to electronic storage of records on Skyward;
- Developed and implemented a Physical Education Leadership program to train students to mentor and lead younger students by providing opportunities to assist teachers in delivering curriculum;
- Updated the Fitness Center with high quality strength training equipment, developed a spin curriculum, enhanced climbing and high ropes challenges, introduced Exer-gaming to the program, certified ten staff members in the Rape Defense Systems (R.A.D.) is a basic physical defense course whose foundations is in education and awareness for men and women. The course includes lecture, discussion, and self-defense techniques. OPRFHS has offered this class to girls for over 20 years. While an elective, girls are encouraged to enroll in it. The River Forest police actually simulate an attack with girls and the police wearing padded suits. This is a great partnership with the police and Sarah's Inn. The State is also looking at programs that will address violence among boys, Internet safety, etc. OPRFHS staff believes it has some of those answers; and
- Continued leadership support in the area of incorporating exercise as a stimulus to improve the brain's capacity to learn.

The three specific goals that the department is working on with regard to the goals of the Board of Education this year are:

- Clarifying student and teacher expectations by creating and implementing a consistent and uniformed practice pertaining to classroom preparation, participation, and assessment;
- Developing clear learning targets and assessments focused on skill and content for the freshmen curriculum referred to as the Orange and Blue curriculum; and

- Developing a semester model for curriculum, assessment, and facility usage for the Physical Education program.

Items being worked on for the future are:

- Successful transition from quarter-long classes to semester-long classes;
- Development of junior/senior electives in terms of content and offerings; Advanced Adventure Ed is being added to the selection and a new class in Advanced Fitness Principles is being designed for all students, especially student-athletes to meet their training needs; and
- Exploration of the value of adding the Physical Education grade to the GPA, becoming the last division to do so.

Mr. Craft noted that the PE department spends between \$3,000 and \$4,000 each year in replacing swimsuits, which means purchasing about 200 girls' and 200 boys' suits. The suits are laundered every day and replaced on an as needed basis. The suits are not stylish, but vendors offering suits that are more stylish do not offer the range of sizes needed.

Relative to the public comments, Mr. Craft stated that the pools were old.

Mr. Craft introduced Mr. Kleinfeldt as the Driver Education Department Head. Mr. Kleinfeldt is the number one educator in the state of Illinois on the subject of Driver Education. He is consistently called upon to educate teachers from around the state and to inform legislators on the writing and implementation of legislation designed to improve safety across the state and country. Most recently, he was invited by the Department of Transportation Director, Ray LaHood, to be a part of introducing a new national initiative to prevent texting while driving. He is also an active member in the Illinois High School and College Driver Education Association. He works with SADD on Red Ribbon Week, Prom, and Alcohol and Drug Awareness.

Mr. Kleinfeldt too shared his department's goals, as they related to the District's goals.

- Develop clear learning targets and assessments for both classroom and DE lab.
  - Incorporate the new National Driver Education Standards
  - Added a new textbook
- Collaboratively observe best practices of colleagues.
- RTI
- Incorporate technology, e.g., permeathan boards, etc.

It is imperative for all stakeholders (students, parents, and faculty) to work together to better educate the new driver. Driver Education hosts a parent-teen night for over 750 people at the beginning of each semester. It also produces a Parent-Teen Book. Contact continues with students and parents via Skyward, email and the Handbook. Because of RtI, all of the data is included in a Driver Ed support booklet for students. Driver Education offers before- and after-school tutoring and after-school driving. The highest and lowest functioning students are all in the

same room. The new technology has been incorporated , e.g., promethean boards, computer generated presentations of the new curriculum and videos, etc.

In the future, he hopes to incorporate new and/or improved technology, including videotaping students driving lessons.

Students who do not have cars can access the simulators and they are paired with other students to help them practice their driving. After-school driving is also offered to struggling students.

**Enrollment Projections**

It was the consensus of the Board of Education members to accept the Ehlers projection model into the District’s long-term projections in order to be fully prepared for increased enrollment should it occur and to have the model updated annually using the cohort methodology under the Action section of the agenda. This will replace the Kasarda model, which uses the birth rate to make projects and to which the District commissioned in 2008.

**Superintendent’s Advisory Leadership Team Report**

It was the consensus of the majority of the Board of Education members to accept the recommendations of the Superintendent’s Advisory Leadership Team (ALT) under the Action portion of the agenda.

A PowerPoint presentation contained information from the executive summary of the report, as provided below, as well as graphs depicting when deficit spending was scheduled to occur if no action were taken as well as when it would deficit spend if the Board of Education accepted the recommendations.

The executive summary included the packet reiterated the ALT’s purpose and goal as was originally recommended by the Finance Advisory Committee (FAC) and approved by the Board of Education. The ALT adhered to the Board of Education-approved parameters developed by the FAC. They were:

- The District should always pursue and maintain high school educational outcomes while seeking cost savings initiatives.
- The District should have a long term, strategic approach to cost containment and take advantage of opportunities that arise through retirement and attrition.
- The District should set a “target” rate of growth in annual increases in expenditures that more closely reflects its rate of growth in revenues.
- The ALT does not intend for this “target” rate of growth in expenditures to imply what the District’s policy should regarding faculty and staff salary increases. In fact, the goal of maintaining and building excellence in staff is a separate, yet tightly connected and vitally important consideration. Managing overall expense growth may provide the District with a greater degree of freedom in future contract discussions.
- The ALT does not intend for this “target” rate of growth in expenditures to imply that the Board will not recommend a future tax referendum as a matter of community priority. Again, this is an important but entirely separate consideration.

Also provided were the personnel from differing groups in the building who were invited to participate:

- Tom Kirchner, Buildings and Grounds
- Mary Ann Howie – Classified Personnel Association, Secretary.
- Sheila Hardin – Faculty Senate, Teacher/Math Division.
- James Paul Hunter – Faculty Senate, Teacher/English Division.
- Ed Kras – Non-Affiliated, Facility Engineer

Bill Grosser – Division Head, Science  
Chala Holland – Assistant Principal of Instruction  
Lauren Smith – Assistant Superintendent for Human Resources,  
Cheryl Witham – Chief Financial Officer  
Dr. Steven Isoye – Superintendent

Community members were solicited via recommendations from the Board of Education, referrals from parent groups, an invitation via Huskiemail, the District 200 newsletters and the local newspapers. Community members selected were Paul Carbery, Tom Cofsky, and Paige Rogers. A brief synopsis of their experience relative to this work was also included in the report.

Additional expertise was provided by Steve Miller of PMA, Mike Carioscio, Chief Information Officer, and Robert Zummallen, Director of Buildings and Grounds.

ALT began its work with these original assumptions set forth in the FAC report to the Board of Education:

- Enrollment was projected as flat over the foreseeable planning horizon based on a community demographic analysis.
- The District is dependent on local property taxes for over 87% of its total budget. This source of revenue is capped at the greater of CPI-U or 5%, whichever is lower.
- Projected revenues are expected to increase at a compound annual growth rate approximating CPI. The CPI-U was 0.1% for levy 2008, 2.7% for levy 2009, and is projected to be 1.5% for levy 2010, 2% for levy 2011, and an average of 2.5% thereafter.
- The projected costs are expected to rise at a compound annual growth rate of more than 4% annually under current expenditure and staffing approaches, largely governed by District contractual commitments. The majority of expenditures in the Education Fund are related to salaries and benefits (83% of total expenditures).
- As a result, the District was projected to see expenses eclipse revenue by 2015 and exhaust current fund balances by approximately 2018-2019.
- The design of public education funding in the State of Illinois requires districts to seek periodically referendum increases.

The group had agreed that collective bargaining would not be discussed and that specific cost containment ideas would be assigned to the working groups and quality review committees as defined in the original FAC Model.

The recommendations' key components were enrollment, health care, tax levy, and targeted annual savings.

- ALT incorporated the Ehlers enrollment projections into its model and thus included a staffing increase by four in the year 2013. This includes anticipated retirements in various years (Table I)
- The District will receive an additional \$150,000 due to the tax cap extension. (Table 2)
- Reflect a health care trend of 7% versus the 10% used because OPRFHS's health care costs have run less than 5% for the past ten years.
- After deliberating on the disparity between anticipated revenue and expenditures with the goal of lowering the expenditure trends to correlate more closely with the revenue trends, the ALT modeled several scenarios regarding targeted annual savings and reviewed the trend lines looking for a softer



landing, meaning that anticipated expenditures and revenue will be more closely aligned in the future. Thus, ALT recommended the following:

Fiscal Year	Targeted Annual Savings		Cummulative Savings
	Annual Percentage	Incremental	
		Annual Savings	
2013	1.00%	(594,885)	(594,885)
2014	0.75%	(1,070,945)	(1,665,829)
2015	0.50%	(1,412,791)	(3,078,620)
2016	0.50%	(1,774,861)	(4,853,481)
2017	0.50%	(2,155,193)	(7,008,674)
2018	0.50%	(2,553,067)	(9,561,742)
2019	0.50%	(2,971,445)	(12,533,187)
2020	0.50%	(3,410,401)	(15,943,587)
2021	0.50%	(3,870,316)	(19,813,904)
2022	0.50%	(4,351,745)	(24,165,649)

This recommendation reflected total annual savings above the expected/projected expenditures. The third year targeted savings is lower because sustainable savings would be more and more difficult to attain. The savings target will be reviewed annually. All of these recommendations will enable the District to have a “softer landing” when it begins to deficit spend.

Mr. Carbery had observed the growth of understanding about school finance that the stakeholders acquired as well as their embracement of the imperative to control expenses for the long term. While that may seem easy, it is not. It is a necessary precondition to taking action. This has been a worthy discussion and investment. The District may take incremental steps to include and control costs, as opposed to taking measures that are more drastic later. The proposal reflects a commitment to start now when the Board of Education has a large reserve. The analysis includes that the longer the District waits to take action, the longer it will take to make a difference. Mr. Carbery encouraged the Board of Education to avail itself of an opportunity to engage the superintendent to stay on top of these recommendations.

Ms. Rodgers, whose experience is in health care and finance, commented on the amount of time the team spent educating itself on school finance. She found school finance to be very difficult. She was impressed with the caliber of the people on the committee, as well as their practicalness and their mission-oriented approach. She thanked the Board of Education for the opportunity to serve and she looked forward to working with it in the future.

Dr. Lee raised the question as to when revenues and expenditures would increase at the same rate. Dr. Lee wanted the Board of Education to be more proactive than even these recommendations. It was explained that because schools live with a faulty structure, schools must go out for a referendums. OPRFHS is trying to lengthen the time before it needs to go out for a referendum by targeting savings and controlling costs. Increasing student enrollment does not mean increased revenue and that is another factor in this equation. It was noted that this is a ten-year projection model and it will be refined and evaluated every to see how effective it is. Any other model would be to cannibalize the District’s programs, drop the health care benefits, and undermine the quality education that the Board of Education was elected to protect.

Mr. Phelan was very impressed with the dedication and the resumes of the committee members, as well as their collaboration. He applauded the efforts of this committee and was very grateful to its members. Dr. Millard concurred that one must decide if he/she wants to continue to provide quality education or make cut in some places. The District will do the best it can to stretch these dollars out as long as possible before it has to cross the line of spending more than are in its reserves.

Discussions ensued about how the assumptions were determined. The assumptions were connected to the matrix. PMA does projection models for many districts in Illinois and investments for many governmental agencies. It advises districts and compares notes from other school districts and municipalities. OPRFHS could compare some of the assumptions to a national model but not all assumptions. Ms. Witham spoke about how these assumptions were considered.

- The EAV assumption was determined after reviewing that of similar communities.
- PMA provided information on interest rate as it ladders the investments and advises as to what would be fair and reasonable.
- The State of Illinois provides the state formula. While the per pupil reimbursement rate has been flat, the District does not get Foundational-Level Funding.
- The Ehlers model was incorporated into the assumptions.
- Salaries were based on collective bargaining agreements and CPI.
- Medical insurance premiums, at the national level, do not reflect OPRFHS's experience.
- Purchased services, supplies, and capital outlay trends at CPI.
- Tuition is double CPI.
- The Operations and Maintenance Fund trends at double CPI.

Projection models are based on a review of past trends in order to make reasonable assumptions for the future. It was not the intent to have a perfect model, but a better model. The recommendation was based on the Faculty Advisory Committee's model and it will be revisited annually; it is not static. Assumptions easily changed from year to year. The District must make sure it is meeting its mission. Conversations did occur about making the right decisions about cost savings and not hurting the teachers or the education of the students. If in a year the projection shows that the District was able to achieve the targeted expenditures, it can decide its next steps. Ms. Fisher concurred that it was the challenge of the Board of Education to balance constantly the effective use of the District's dollars.

Dr. Lee acknowledged and appreciated the enormous amount of time that the members of the ALT had devoted to this. He also believed that its job and that the Board of Education's job were different. He concurred with the ALT's belief that this was the best plan and that tremendous pain can be avoided if it is implemented right away. He suggested that the Board of Education must also consider that sometime things have to be done that are painful as it is not possible for the District to be immune from the pain that has to be endured by the average taxpayer over the long run. The Board of Education's responsibility is to determine what kind of pain would be involved if, for an example, a 1 percent cut was instead 1.2 percent

cut and so on in the subsequent years. What would be the real world consequences of that and when would the red and blue lines grow closer together? He noted the distinction between the use of word “cut” versus the phrase “decrease the rate of increase of expenditures.”

Ms. McCormack reiterated that this was not a static process but that the Board of Education must have a sense of the deep impact this will have. She did not believe that the community would support lessening the quality of education as it has previously shown its support of education. Mr. Phelan added that the community supports education because of the District’s action of taking reasonable steps to show that it is spending the right amount of dollars on education. Everyone has given input on what is the right number. He was impressed with its control over health care, as faculty and administration have been meeting for over ten years in order to do so. He continued that property values are definitely affected by the quality of education. Mr. Finnegan stated that the real measure would be what the Board of Education does based on its goals to increase student and equity performance. He added that the ALT was not trying to advise on rate of growth, salary increases, or a tax referendum.

Dr. Lee felt that if the Board of Education were unwilling to make a commitment to decrease the rate at which expenditures are now increasing, it was leaving a legacy for some other board to make decisions that maybe even more difficult. He wanted to see a decrease in the rate of expenditures. Mr. Carbery noted that the Board of Education has the prerogative and obligation to see if these recommendations are significant enough. The ALT did discuss ideas about spending more of reserves earlier in order to enjoy savings later, i.e., pool maintenance if a new pool were installed, etc.

Discussion ensued about waiting until the next Board of Education meeting to vote on this model so that the Board of Education could consider this further. Dr. Isoye asked for the Board of Education to commit its support of the model.

Ms. Fisher personally thanked the committee for its work as it is was extremely useful to the Board of Education.

**Authorization to Prepare FY ’13 Tentative Budget**

It was the consensus of the majority of the Board of Education members to approve the authorization to prepare the FY ’13 Tentative Budget, as a clerical obligation to start the budgeting process, under the Action portion of the agenda.

**Authorization to Prepare FY ’12 Amended Budget**

It was the consensus of the majority of the Board of Education members to approve the authorization to prepare the FY ’12 amended budget, under the Action portion of the agenda.

**Summer School Salaries and Tuition**

It was the consensus of the majority of the Board of Education members to approve the salaries and tuition for summer school 2012 under the Action portion of the agenda.

The Board of Education was reminded that the dates of summer school had changed in order to accommodate the Life Safety construction projects that must be completed this year. The dates are June 11 through July 10, 2012. Students will continue to have the same course selection as last year. The number of enrollees is

yet unknown, but positive feedback has been received about the change in dates. Incoming freshmen have been informed of the new schedule. Both teachers and students may find four-hour classes to be more challenging. It is hoped that more in-District teachers will choose these assignments, which would be a positive as there would be a continuity of the curriculum. There have been some questions about how to mesh academic classes with summer camps. Ms. Patchak-Layman was interested in knowing how teachers and students responded to the longer classes. Some districts offer extended time classes that run for a couple of weeks during the regular school year. She wondered if that could be modeled for electives at OPRFHS.

### **Textbook Bids**

An Instructional Materials Fee was introduced this year and as a result, the administration asked if there were a better way to bring in the strands of fees and vendors into one process. Thus, the Board of Education would be asked to approve not just the purchase of textbooks, but the textbooks to be used next year as well. Hopefully, this will create efficiencies in managing instructional textbook fees and advantage purchasing as much as possible. While the District continues to challenge the publishers to provide more eBooks, the industry itself is not uniform in what is being offered. Mostly ancillary materials are available, although eBooks are being used in Advanced Chemistry and Biology classes. Students who do not have a computer are provided physical books. Hopefully, the market will demand more eBooks from the publishers.

### **Wrestling Mats**

It was the consensus of the majority of the Board of Education members to allow the administration to dispose of the faulty wrestling mats and to add the vendor of these mats, Quality Mat, to the OPRFHS Banned Vendor List, because it has been unresponsive to requests for remedy and new mats had to be purchased.

### **Contracts between \$10,000 and \$25,000**

The Board of Education received the second annual list of contracts and purchase orders that ranged from \$10,000 to \$25,000 from January 2011 through January 2012.

### **MSAN Student Conference Report**

Ms. Milojevic reported that six students attended the Minority Student Achievement Network Student Conference in Columbus, Missouri. They were Piere Trent, LaTroy Robinson, Tyler Milsap, Amber Floyd, Miora Brumfield, and Ema Lozano. Sponsors Jessica Stovall, Michael Byars, and Latonia Brown chaperoned these students and continues to meet with them weekly about bringing back what they learned to the high school.

Ms. Robinson stated the theme was "Defy the Stats by Defining Yourself." The speakers, one was motivational speaker Eric Thomas, talked about their personal stories and whether statistics had defined them, how their environment had influenced them, and how they overcame using their own personal resolutions. The students also wrote their personal stories through a title called Who Am I. They created their own school cheer, visited the university, and developed an action plan.

Lindsey Allen, a senior, had attended the 2010 conference. Last year the students who attended took action by working with the staff sponsors and formed the club called Quest. In addition to fundraising and membership drives, they filmed a documentary interviewing students of all backgrounds as to their perspectives on

the achievement gap, e.g. what was its cause, what was their knowledge of it, etc. The goal was to have the entire school see it by 2013 and to use it in professional development sessions with teachers to ignite conversations about the achievement gap. She continued that everyone enters the school testing at the same level, but at graduation, there is a gap. Ms. Allen stated that as a mostly honors and AP student, she learned that not all students have access to this educational system. Regular track students are not held to the same expectations as honors and AP students, by either themselves or the teachers. Her experience has been good.

Ms. Trent added Quest was attempting to bring Eric Thomas to OPRFHS in April in a larger venue and then in a smaller venue for those students who are struggling and their parents.

Ms. Robinson concurred with Ms. Allen's statement that the District's wonderful curriculum did not reach all students. It is also a societal issue, as students need to move up. While capable, some are afraid of the higher-level work. In addition, teachers will not recommend them for more challenging courses.

When asked how the District can change the expectation level of students and how it can demand/enforce that all students have an upper level course, the response was that while the rigor of AP or Honors courses will help students, they must be sought out and asked how they are doing? What can be done to help them? Are they on course?

**Update on Board Goals**

The Board of Education reviewed the update on the Board of Education's goals. Dr. Isoye explained the colors used to depict the status. Red meant "not in progress," yellow meant "in progress," and green "almost or completed."

**Intergovernmental Reporting Agreement With both Villages**

Previously the Board of Education had reviewed the Intergovernmental Agreement with both villages and had asked the administration to seek clarifying answers to some questions. Dr. Isoye sought legal advice and provided the responses to the questions. Ms. Patchak-Layman restated her concern regarding HIPPA reporting requirements and privacy involved with health concerns. She felt that having a law that states the school must report might start a chain reaction of moving from the health system into a justice system and would not bode well for the students needing help. Some Board of Education members shared her concerns and added that they were concerned about the voluntary drug testing, whether there was an expiration date to this agreement, an escape clause, or if it were an "evergreen" agreement. One suggestion was to have the option of canceling the agreement if it were problematic. It was the consensus of the Board of Education members for Dr. Isoye to continue discussion of this agreement.

**Strategic Planning**

Dr. Isoye reported that he intended to create an RFP for a strategic plan and to send it to potential facilitators. He asked that Board of Education members to send any suggestion to him within a week's time. He would bring the RFP to the Board of Education for its review.

**Consent Items**

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

- Approval of Monthly Financial Reports;
- Approval of Monthly Treasurer Reports; and

- Approval of the Check Disbursements and Financial Resolutions dated January 19, 2012;

seconded by Ms. McCormack. A roll call vote resulted in all ayes. Motion carried.

**Enrollment Projections**

Dr. Lee moved to approve the adoption of the Ehlers enrolment projection model into the long-range projections in order to be fully prepared for increased enrollment, if it occurs, as well as annually updating the model using the cohort methodology; seconded by Ms. McCormack. A voice vote resulted in motion carried.

**Summer School Salaries and Tuition**

Mr. Finnegan moved to approve the summer school salaries and tuition as presented; seconded by Ms. Fisher. A roll call vote resulted in all ayes. Motion carried.

Tuition	\$180.00 per section
Salary	\$2,450.00 per section

**Board of Education Dates For 2012 Calendar Year**

Ms. McCormack moved to approve the regular Board of Education meeting dates 2012 calendar year as follows; seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

Thursday, January 19, 2012	Thursday, June 28, 2012
Thursday, February 9, 2012	Thursday, August 23, 2012
Thursday, February 23, 2012	Thursday, September 13, 2012
Thursday, March 8, 2012	Thursday, September 27, 2012
Thursday, March 22, 2012	Thursday, October 11, 2012
Thursday, April 12, 2012	Thursday, October 25, 2012
Thursday, April 26, 2012	Thursday, November 15, 2012
Thursday, May 10, 2012	Thursday, December 6, 2012
Thursday, May 24, 2012	Thursday, December 20, 2012
Thursday, June 14, 2012	

While Ms. Patchak-Layman suggested holding meetings every two weeks as an alternative, there was no support of this at this time. The Board of Education may schedule Special Board meetings as necessary and it will review its present schedule at the end of the school year. Comments on the present schedule will be sought from both the Board of Education members and the administration.

**Asbestos Contract**

Mr. Phelan moved to award the contract for the 2012 asbestos abatement work to Valor Technologies, Inc. as presented; seconded by Ms. Fisher. A roll call vote resulted in all ayes. Motion carried. This had been discussed at the December Board of Education meeting.

**Construction**

Dr. Millard moved to approve the procurement process to begin early for the work scheduled for the summer of 2012; seconded by Ms. McCormack. A roll call vote resulted in all ayes. Motion carried. This had been discussed at the December Board of Education meeting.

With regard to the earlier discussion, Ms. Patchak-Layman asked for recap of what had already been spent on repairs, what was currently budgeted, and what were the current maintenance costs of the pool.

**Authorization to Prepare FY '13 Tentative Budget**

Ms. McCormack moved to approve the Resolution Authorizing the Preparation of a Tentative Budget for FY 2013; seconded by Mr. Phelan. A roll call vote resulted in all ayes. Motion carried.

**Authorization to Prepare FY '12 Amended Budget**

Dr. Millard moved to approve the Resolution Authorizing the Preparation of the FY 2012 Amended Budget; seconded by Mr. Finnegan. A roll call vote resulted in all ayes. Motion carried.

**ALT Report**

Ms. Fisher moved to adopt the recommendations in the Superintendent's Advisory Team Report, as presented; seconded by Mr. Phelan.

One board member wanted the following information before making a decision:

1. What are the definition of "cuts" when talking about 1% or .05%; and
2. What are the real effects would be if those cuts being proposed would be increased 20% higher.

Discussion ensued about whether to move forward for approval that evening or wait to approve it at the next meeting. Because this report was prepared by experts looking at the actual situation and state financing, not moving the vote forward at this time would be disrespectful to the committee. It is a projection and the real numbers could be entered into it as the year progresses. It would be the Board of Education's prerogative to make further cuts.

Responding to a question about aggregate funds, Ms. Witham stated that the Education Fund is where the District operates day to day. The aggregate fund balance includes all of the funds. When the District levies dollars into certain funds, those funds can only be used for specific purposes.

Dr. Lee reiterated that the adoption of this resolution did not show a commitment from the Board of Education to do something about its finances.

When questioned why the medical insurance trend of 7% was not in the follow up data, it was explained that the trend was for 7 percent but the number of staff fluctuates as well as the number of members on the plan. The projection includes taking an average of all retirees and staff. Other funds have no employee benefits connected to it, e.g., transportation, TORT, and Life Safety. Thus, the 7 percent trend taken together is not there. The assumptions show an increase in insurance premium of 7 percent rather than the previous 10 percent. Overall, the percentage has not increased more than 5 percent, sometimes lower, and even sometimes less than the previous year. The committee suggested lowering it to 7%. Per person, the premium increase has been less than 5% but if more people are hired based on increased enrollment, then this assumption allows for that.

A roll call vote resulted in five ayes and two nays. Ms. Patchak-Layman and Dr. Lee voted nay. Motion carried.

**Intergovernmental Reporting Agreement with Village of Oak Park**

This agenda item was tabled.

**Intergovernmental Reporting Agreement with Village of River Forest** This agenda item was tabled.

**Minutes** Dr. Millard moved to 1) approve the Open and Closed Session Minutes of December 21, 2011, January 9 and 10, 2012, and to declare that the closed session audiotapes of March 2010 be destroyed; seconded by Mr. Finnegan. A voice vote resulted in motion carried.

**District Reports** The Board of Education members submit written reports about their liaison commitments and they are embedded in the agenda.

**Closed Session** At 12:08 a.m., on Friday, January 20, 2012, the Board of Education resumed its closed session for the purpose of discussing the placement of individual students in special education programs and other matters relating to individual students 5 ILCS 120/2(c)(11); 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).

The Board of Education reconvened its open session at 12:57 a.m.

**Personnel Recommendations** Mr. Finnegan moved to approve the personnel recommendation with regard to Cheryl Witham’s employment contract; seconded by Ms. Fisher. A roll call vote resulted in six ayes and one nay. Ms. Patchak-Layman voted nay. Motion carried.

The changes to Ms. Witham’s present contract include 1) replacing IMRF with TRS, 2) replacing Chief Financial Officer with Assistant Superintendent for Finance and Operations to reflect the added responsibilities since receiving her Chief Business School Official Certification which will allow participation in student discipline and authorization of several state reports, 3) the effective date and appropriate salary for the effected year, and 4) inclusion of the goals. There is no added expense to the contract.

**Adjournment** At 12:51 a.m. on Friday, January 20, 2012, Dr. Lee moved to adjourn the Board of Education meeting; seconded by Ms. McCormack. A voice vote resulted in motion carried.

Dr. Dietra D. Millard  
President

Amy McCormack  
Secretary