

MINUTES OF A **REGULAR MEETING** OF THE BOARD OF EDUCATION, THORNTON TOWNSHIP HIGH SCHOOL DISTRICT NO. 205, COOK COUNTY, ILLINOIS, HELD ON **WEDNESDAY, OCTOBER 14, 2015** IN THE AUDITORIUM AT THORNBRIDGE HIGH SCHOOL, 15000 SOUTH COTTAGE GROVE AVENUE, DOLTON, ILLINOIS, BEGINNING AT 6:30 P.M.

The meeting was called to order at 6:33 p.m. President Lawrence made the following announcement: Any person may record or broadcast an open Board meeting. Special requests to facilitate recording or broadcasting an open board meeting such as seating, writing surfaces, lighting and access to electrical power shall be directed to the Superintendent at least 24 hours before the meeting. Recording meetings shall not distract or disturb Board members, other meeting participants, or members of the public. The Board President may designate a location for recording equipment, may restrict the movement of individuals using recording equipment or may take such other steps as are deemed necessary to preserve decorum and facilitate the meeting. Please know if you participate in public participation, you are part of the Board meeting and you may be taped.

ANNOUNCEMENT
BY BOARD
PRESIDENT

On roll call, Members Banks, Butler, Graham, Lawrence and Whittington answered. Members Gibbs and Williams were absent. Dr. Leotis D. Swopes, Interim Superintendent; Mr. Brett Fickes, Director of Curriculum; Mr. Thomas Porter, Director of Pupil Personnel Services; Mr. John Arrington, Director of College and Career Partnerships; Mrs. Maria Brunson, Director of Information Technology; Mr. Tony Ratliff, Principal of Thornton Township High School; Mr. James Walton, Principal of Thornridge High School; Mr. Dennis Willis, Principal of Thornwood High School, and Mr. Rob Grossi, Financial Consultant, were also present.

ROLL
CALL

Report from Curriculum Committee: Ms. Graham reported that the Curriculum committee met on October 8, 2015. Discussion included credit recovery proposal, a chess class proposal from two Thornton teachers; an update on the IB Program; the Governor's mandated civics course to be implemented in Fall 2016; Mr. Arrington talked about dual credit options with South Suburban College; Mrs. Morris discussed the next generation science standards and science-related activities; upcoming PARCC assessment, ACT and SAT.

COMMITTEE OF
THE WHOLE

Report from Finance Committee: Mr. Butler reported a Finance Committee meeting was held on September 29, 2015. Discussion included Mastery Connect, cameras, CEC proposal and tabling major projects until more is known about the Strategic Plan. Regarding hiring, only necessary positions will be filled.

Report from Policy Committee: Mrs. Whittington reported that the Policy Committee met on September 24, 2015 to present amendments and additions to the policy manual. District legal counsel explained the seven (7) policies and answered questions from the public. The policies will be presented at this meeting for a thirty (30) day review and will be posted in each school building and on the district website. A public hearing on the policies will be held on November 2, 2015 at Thornwood at 4:00 p.m. in Room 1531. The policies will be on the November 12, 2015 Board agenda for approval.

Report from Discipline Committee: No report.

Report from Facilities Committee: Mr. Banks reported a meeting was held with Mr. Charnot and the 3 Buildings & Grounds supervisors regarding the priority needs of each building, which will be discussed at a future Finance Committee meeting.

Mrs. Whittington moved, Mr. Butler seconded, to **Sever the Minutes of the Regular Board meeting of September 9, 2015** until the next Board meeting. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

CONSENT AGENDA

Mr. Butler moved, Mrs. Whittington seconded, to **Approve the Consent Agenda**, which includes the following:

- The minutes of the Special Meeting and Executive Session of July 28, 2015.

MINUTES:
JULY 28, 2015

CONSENT AGENDA
Con't.

- The District 205 bills as presented for payment dated September 11, September 18, September 25 and October 9, 2015.
- Personnel dated October 14, 2015 (Resignations, Leave of Absence and Employment) See Director of Human Resources
- Health Insurance Benefits for Full-time Permanent Substitute Teachers
- Settlement of Grievance No. 072815

BILLS

PERSONNEL

HEALTH
INSURANCE
BENEFITS

GRIEVANCE NO.
072815

On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

The following individuals spoke during Public Participation:

PUBLIC
PARTICIPATION

- Jeff Johnson (Proven Business Systems) requested that Agenda Item R., copy machines, be tabled because 1 ½ years ago his company received an RFP but did not participate because it was heavily weighted toward the current vendor. Ninety days later he was told a new RFP would be put out, but he never received it. In his 25 years of experience, it is in a school district's best interests to have multiple vendor RFP's to consider because it could mean hundreds of thousands of dollars.
- Brian Gasteier (Canon Solutions) contested the approval of the copy machines agenda item. The RFP that came out was slanted toward the current vendor. He stated the district should conduct a more open and competitive bid process.
- Felita Crayton (Dolton) stated that it is important to have parents and community members part of the decision-making process in district issues and requested if the Board and district do, in fact, want parent and community member involvement.
- Joel Barry (Dolton) asked the Board to consider eliminating the registration fee to attend a public school. Education should be free.

Mr. Fickes reported that since the last scheduled Board meeting, there have been no completed Freedom of Information Act requests with none pending.

FOIA

COMMUNICATIONS

- Mr. Fickes presented the following information:
- On October 9, 2015 Thornridge was featured on the ABC 7 News Friday Flyover.
- NBC's Chicago Fire utilized the Thornridge football field for filming of the show and will be aired on the November 10th episode.
- Chicago State University's Center for Urban Research and Education (CURE) expressed their support for Thornton High School's Restorative Justice discipline practices.
- On October 17, 2015 Jassac Charitable Foundation and the Joliet Area /South Suburban Alumnae Chapter of Delta Sigma Theta Sorority will host an expo for residents to receive basic health screenings and other social services.
- Thornwood's Thunderbird Spoken Word will participate in the South Suburban Open Mic Poetry Barnes & Nobles Book Fair on October 18, 2015.
- Thornton High School's Varsity Football team was highlighted by Comcast Sports Net Chicago as High School Lites Team of the Week. It aired on CSN Chicago.
- In addition to taking flight lessons at Lansing airport, Thornwood's Civil Air Patrol are half-way finished with building their own Glider which they will actually pilot.
- Trinity College athletes helped out the Special Olympics athletes at Thornwood in a practice session on the volleyball court.

- Starting in November, Thornwood administrators will make random visits to students' homes and those "caught studying" will receive a prize. This is an effort to increase presence in the community and get students more involved in education.
- Thornwood's Assistant Principal Don Holmes and his Northwestern Wildcat teammates from the 1996 Rose Bowl football team will be honored at halftime during the NU game vs. University of Iowa on October 17, 2015.
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COMMUNICATIONS,
Con't.

Mr. Butler moved, Mr. Banks seconded to **Move Agenda Items F and Q after Agenda Item C** as requested by Mrs. Lawrence. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

MOTION TO MOVE
AGENDA ITEMS F
AND Q

Mr. Eric Fox and Mr. Dick Condon from the Thornton Alumni Legacy Fund presented information regarding a machine tool technology program they would like to propose to Thornton Township High School. Mr. Fox is a machine shop business owner and Mr. Condon, a 1949 Thornton graduate, is on the Board of T.A.L.F. This program would be similar to the Navistar program. They reviewed the basics of the program including pay rates for machinists and a positive job outlook. This 3-year program prepares students for specialty machine tool businesses. Classes would be designed to transfer into selected community colleges. Classes would be held at the new Machine Tool Technology Lab in the Tech Building at Thornton and would be a dual credit opportunity in conjunction with South Suburban College. They provided the Board with an overview brochure of the program, including classes and certification information. T.A.L.F. is committed to raising money for the machines and have reached out to local businesses to provide summer jobs for the students. They asked for Board support of the program. The Board thanked them for giving back to the community and will review the program.

MACHINIST
PROGRAM
PRESENTATION BY
T.A.L.F.

Mr. Butler moved, Mr. Banks seconded, to **Approve the Agreement Between the Board of Education of District 205 and the Faculty Association of District 205 IEA/NEA** from July 1, 2014 through June 30, 2018. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

RATIFICATION OF
DIST. 205 AND
FACULTY
ASSOCIATION
AGREEMENT

Mr. Butler moved, Mr. Banks seconded, to **Approve the Agreement Between the Board of Education of District 205 and the Buildings, Grounds and Maintenance Employees of the Union of Support Staff—IEA/NEA** from July 1, 2015 through June 30, 2020. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

RATIFICATION OF
DIST. 205 AND
BUILDINGS,
GROUNDS &
MAINTENANCE
AGREEMENT

Mr. Butler moved, Ms. Graham seconded to **Approve the Architectural Services Contract** be awarded to **Planera Architects** as presented by Mr. Charnot. After presentations by Planera, Themes and Tria, the Finance Committee recommended the contract be awarded to Planera. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
ARCHITECTURAL
SERVICES
CONTRACT

Ms. Graham moved, Mrs. Whittington seconded to **Approve the Security Camera Contract** to Precision Controls as presented by Mr. Charnot and recommended by the Finance Committee for the purchase and replacement of 101 cameras throughout the district. Additional cameras will be needed. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
SECURITY CAMERA
CONTRACT

Dr. Lela Bridges-Webb, Consultant from **Hazard, Young, Attea & Associates** gave an overview presentation on the Superintendent Search process of the firm. The cost for the search is \$21,500. If the Superintendent departs from the position during the first year under any circumstances or within two years if majority of the Board is still in place, HYA will conduct a new search in its entirety at no additional cost, barring expenses. Dr. Bridges emphasized that HYA is more thorough in their search than other firms.

SUPERINTENDENT
SEARCH
PRESENTATION

Mrs. Whittington moved, Ms. Graham seconded to **Approve the Superintendent Search Contract Agreement with HYA & Associates** in the amount of \$21,500.00. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
SUPERINTENDENT
SEARCH
CONTRACT
AGREEMENT

Dr. J. Kamala Buckner presented the framework of the **2015-2016 Strategic Plan** framework. The fiscal situation of the district is a challenge, not a crisis. Collaboration is needed with the community in this process. Stronger Curriculum and instruction is needed in this highly-competitive society. Each building will have a Strategic Planning Committee including focus groups. Strategic Planning is needed to support Board Goal #5: *Resources—Demonstrate and communicate effective and efficient school district operations to ensure excellent stewardship of public resources.* She reviewed the short and long-term solution recommendations to address the challenge and the major financial threats facing the district which are: Growing structural deficit; shifting of teacher pension costs from State to District; creation of a charter school; continued decrease in average daily attendance and the major capital projects that need to be addressed which will drain fund balances. She also explained the ramifications of declining enrollment and declining tax collection rate. The district's revenue is decreasing and costs are increasing. She talked about the financial crisis the district faced in 2004 when it initiated a 5-year strategic plan and was forced to borrow money to cover the shortfall in revenue and increases costs; the district was also forced to make expenditure cuts. The district must have a consistent plan in place by February 1, 2016 to avoid a crisis.

PRESENTATION OF
STRATEGIC PLAN
FOR 2015-2016

Mr. Butler moved, Ms. Graham seconded to **Approve the Short-term Cuts and Adjustments.** Mr. Butler added that based on the Strategic Plan presentation, the District needs to start this process to determine where the cuts and adjustments will be. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
SHORT-TERM CUTS
AND
ADJUSTMENTS

Mr. Butler moved, Mr. Banks seconded to **Approve the Out-of-State Field Trip** as presented by Mr. Al Pearson for 26 Navistar students and 3 chaperones to travel to Kenosha, Wisconsin on October 27, 2015 to visit the Snap On Tools manufacturing headquarters. They will depart at 7:30 a.m. and return on the same day. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
OUT-OF-STATE
FIELD TRIP

Mrs. Whittington moved, Mr. Butler seconded to **Approve the Overnight Field Trip** as presented by Mr. Porter for 9 students and 3 chaperones to participate in the state championship volleyball finals in Rockford, IL from October 23-25, 2015. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
OVERNIGHT FIELD
TRIP

Mrs. Whittington moved, Ms. Graham seconded, to **Approve the 2015-2016 Application for Recognition of Schools** as presented by Dr. Swopes. Every year, school districts must submit a Board-approved application to be recognized by the Illinois State Board of Education based on compliance with staffing, school improvement planning and instructional programming. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
2015-2016
APPLICATION FOR
RECOGNITION OF
SCHOOLS

Mr. Butler moved, Mrs. Whittington seconded to **Approve the 2015-2016 Annual Scope Dues** in the amount of \$2,014.00 as presented by Dr. Swopes. SCOPE (South Cooperative Organization for Public Education) is a lobby organization that provides guidance on various funding issues pending with the State and Professional Development opportunities. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
2015-2016 SCOPE
ANNUAL DUES

Mrs. Whittington moved, Mr. Banks seconded to **Approve the CEC Proposal Agreement** as presented by Mr. Fickes which provides support for the District and School Transformation Committees. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF CEC
PROPOSAL
AGREEMENT

Mr. Butler moved, Mrs. Whittington seconded to **Approve the CEC PERA Evaluation Training Proposal** as presented by Mr. Fickes. This proposal aligns to the Board Goal *Quality Workforce* relative to the teacher evaluation process. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF CEC
PERA EVALUATION
TRAINING
PROPOSAL

Ms. Graham moved, Mr. Butler seconded to **Approve the CEC Assessment Training Proposal** as presented by Mr. Fickes. This proposal aligns to the Board Goal *Quality Workforce* relative to the staff developing assessments teachers will implement in accordance with PERA (Performance Evaluation Reform Act). On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF CEC
ASSESSMENT
TRAINING
PROPOSAL

Ms. Graham moved, Mrs. Whittington seconded to **Approve the Mastery Connect Subscription Agreement** as presented by Mr. Fickes which is the data system teachers will use to monitor student performance and growth. The agreement was presented to previous Finance and Curriculum Committee meetings. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
MASTERY
CONNECT
SUBSCRIPTION
AGREEMENT

Ms. Graham moved, Mr. Butler seconded to **Approve the Copy Machines Services Contract** as presented by Mrs. Brunson to Chicago Office Technology Group (COTG) at the recommendation of the Finance Committee. In response to the Board, legal counsel stated that copy machines are exempt from the bidding process and the District is in compliance with any bidding laws. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
COPY MACHINES
SERVICES
CONTRACT

Mrs. Whittington moved, Mr. Banks seconded to **Approve the Xerox Financial Services Lease Agreement and COTG Bill of Sales Order**. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
XEROX FINANCIAL
SERVICES LEASE
AGREEMENT AND
COTG SALES
ORDER

Mrs. Lawrence announced that there will be a reading tonight of seven policy changes and/or updates. The Board will not vote on these policies. The changes will be placed on the website for public review. Mr. John Fester, legal counsel, presented an overview of the policy changes.

READING OF
AMENDED AND
NEW BOARD
POLICIES
(AGENDA ITEMS
S THROUGH Y)

Policy 2:110, Board Officers: Changes are to clarify the transition process if the President is absent or unable to fulfill his/her position. The same would be in effect for the Vice President so school district business can continue.

Policy 2:220, Board Officers Policy: Reflects changes in technology relative to recordings of closed sessions.

Policy 3:40, Superintendent Duties: The Superintendent will strive to always have at least one cabinet member position filled by an individual with a Superintendent endorsement, which will address the issue of the Superintendent being absent or unable to fulfill her/her position, to continue the process of leadership.

Policy No. 4:60, Purchases and Contracts: Certain criteria needed to hire a consultant. Policy No. 4:190, Network Security (New): Electronic information regarding students and staff needs to be secure. The IT Director and vendor to maintain the servers and security of the network are the only individuals to have the passcodes to ensure the integrity of the network.

Policy No. 5:30, Hiring: Integrity of the hiring process be maintained and employees must be approved by the Board before working in the District. Special circumstances regarding timing, etc. are addressed in the policy.

Policy No. 6:170, Parent Coordinator AP: The selection of the parent coordinator is overseen by the building principal. The term of a parent coordinator is one year and includes a \$5,000 stipend.

BOARD POLICIES,
Con't.

The policies will be presented for approval at the November 2015 Board meeting.

- None.

SUPERINTENDENT
REPORT

At 8:17 p.m., Mrs. Whittington moved, Mr. Butler seconded to go into **Executive Session** pursuant to Section 2C of the Illinois Open Meetings Act to consider:

EXECUTIVE
SESSION

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity;
- Collective negotiating matters, and
- Litigation, when an action against the District, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal or when the public body finds that an action is probable or imminent.

On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

At 9:34 p.m., Mr. Banks moved, Mr. Butler seconded to **Return to Regular Session.** On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

RECONVENE
REGULAR SESSION

Mr. Butler moved, Mr. Banks seconded to **Approve the Settlement Agreement with Mr. Tony Ratliff** in the amount of \$20,129.12. The settlement will make him whole for the 40-days he was unfairly suspended in 2012. On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

SETTLEMENT
AGREEMENT WITH
CURRENT
ADMINISTRATOR

Mrs. Lawrence stated that due to the Holiday of Veterans' Day, the November Regular Meeting of the Board of Education will be on Thursday, November 12, 2015.

NOVEMBER 2015
BOARD MEETING
DATE CHANGE

At 9:51 p.m., Mr. Banks moved, Mr. Butler seconded, to **Adjourn the Meeting.** On roll call, Members Banks, Butler, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

ADJOURNMENT

President

Secretary