

MINUTES OF A **REGULAR MEETING** OF THE BOARD OF EDUCATION, TOWNSHIP HIGH SCHOOL DISTRICT NO. 205, COOK COUNTY, ILLINOIS, HELD ON **WEDNESDAY, APRIL 18, 2012** IN THE AUDITORIUM AT THORNTON HIGH SCHOOL, HARVEY, ILLINOIS, BEGINNING AT 6:30 P.M.

The meeting was called to order at 6:57 p.m. President Williams 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 movements of individuals who are using 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 may be taped.

ANNOUNCEMENT
BY BOARD
PRESIDENT

On roll call, Members Banks, Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams answered. Dr. Betheny Lyke, Acting Superintendent; Mrs. Dorith Johnson, Director of Curriculum and Instruction; Mrs. Carrie Ablin, Director of Pupil Personnel Services; Mr. Jerry Doss, Director of Public Relations; Mrs. Maria Brunson, Director of Information Technology; Mr. Doug Ogarek, Director of Business Operations; Mr. James Walton, Principal of Thornridge High School; Mr. Tony Ratliff, Principal of Thornton High School; Mrs. Darcelle Williams, Principal of Thornwood High School; Mr. Ken Wendorff, Faculty Association President; Mrs. Deborah Scaletta, Faculty Association Executive Director, Mr. Anthony Bass, District 205 Legal Counsel, were also present.

ROLL
CALL

Report from Curriculum Committee: Mrs. Lawrence announced that construction trade programs including plumbing, electrical and masonry, will be offered for the 2012-2013 school year. Future programs include Cisco network certification technician. The District is working toward offering a criminal justice program. District 205 has partnered with South Suburban College in the certified nurses' assistant program. The Nanoscience field is diligently being explored by staff. The Pre-Pharmacy program is ongoing. The next Curriculum Committee meeting is scheduled for April 25, 2012 at 6:00 p.m., at Thornton High School.

COMMITTEE OF
THE WHOLE

Report from Finance Committee: Mr. Crayton stated a Finance Committee meeting was held on April 16 and three items will be recommended for approval this evening.

Report from Policy Committee: Mrs. Williams reported that recommendations from committees were reviewed at the March 14th Board meeting and changes to the Attendance, Discipline and Nepotism policies will be presented for approval this evening.

Report from Discipline Committee: No report.

Mr. Crayton removed the following items from the Consent Agenda and moved them to New Business as Items K, L and M:

CONSENT AGENDA

Staff Dismissals:

- 1) Ratification of Resolution to Dismiss Administrator (1)
- 2) Ratification of Resolution to Dismiss Fourth-Year Probationary Teacher (2)
- 3) Ratification of Resolution to Dismiss First, Second and Third Year Probationary Teachers (14)

Mr. Crayton moved, Mr. Burton seconded, to **Approve the Consent Agenda as modified**, which includes the following:

- The minutes of the Special Meeting and Executive Session of March 5, 2012.
- The minutes of the Regular Meeting and Executive Session of March 14, 2012.
- The minutes of the Special Meeting and Executive Session of March 28, 2012.

MINUTES:
MARCH 5, 2012

MARCH 14, 2012

MARCH 28, 2012

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| ▪ The District 205 bills as presented for payment dated March 16, March 22, March 30, April 4 and April 12, 2012. | BILLS |
| ▪ Resignations: See Director of Human Resources. | RESIGNATIONS |
| ▪ Leave of Absence: See Director of Human Resources. | LEAVE OF ABSENCE |
| ▪ Employment: See Director of Human Resources. | EMPLOYMENT |
| ▪ Overnight Field Trips: Thornwood (Speech); Thornton (Speech); Thornton (Mock Trial) and District (Jefferson Awards). | RATIFICATION OF OVERNIGHT FIELD TRIPS |

On roll call, Members Banks, Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams voted aye; nay, none; motion passed.

Mr. Williams stated your name will not be called if you do not list a topic; the topic is not on the current Board agenda or if Public Participation has begun. The following individuals spoke during Public Participation:	PUBLIC PARTICIPATION
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- Willie Dukes (Calumet City) works for Rainbow Push and urged everyone to register to vote.
- Al Llorens (Thornridge) stated he has been a teacher in District 205 since 1978. As the current Secretary/Treasurer of IEA, he has traveled to many states and school districts and has never encountered a more dedicated faculty than at District 205. Successful districts have Boards who work collaboratively with teachers, administrators in the best interest of the students. It appears the District 205 Board is oblivious to the needs of faculty and students. You cannot put students first if you put teachers last. Not to partner with teachers is a disservice to the community and students. The 130,000 members of the IEA support group will support teachers as they pursue their goals for their students and themselves.
- Victor Coriano (District 205 resident) stated the largest minority in the country is Latino-American and asked: 1) the number of Latino students in the District in 2009, 2010 and 2011; 2) the number of bi-lingual and bi-cultural staff in 2009, 2010 and 2011, and 3) does the District have a plan to hire bi-lingual and bi-cultural staff as the Latino-American population is fast growing. Dr. Lyke stated that she will prepare a response to him within a week.
- Ken Wendorff (Faculty Association President) stated his request to be placed on the Board agenda was denied by the Board of Education. He recited the apparent rules of the Open Meetings Act that would not permit him to be placed on the agenda according to legal counsel, when in fact the District posted the agenda outside the required 48-hour notice period. Some current Board members ran on a campaign that promised transparency.
- Felita Crayton (Dolton) stated she requested to be placed on the Board agenda and was denied. On behalf of taxpayers, asked if the teachers have a contract. There are many foreclosures on properties within the District and money is not available.
- Corine Spears (Harvey) has lived in District 205 for 36 years and whoever has qualifications to work in District 205 should be able to.
- Lena Olidge (Dolton) stated: 1) she believes family members who qualify should be able to work in the District, 2) the buildings belong to the taxpayers and should be able to enter the building without being questioned, and 3) parent academies should be extended.
- Albert Butler (Thornwood teacher, District 205 resident) stated it is not true that the teachers have a contract; there is no agreement. Property taxes are paid by the holder of the mortgage to the property. The contract issue needs to be resolved.

- Gerald Doughty (Thornton teacher) stated in 2003-04 the Board denied the Faculty Association President to be placed on the agenda and through the grievance process an arbitrator ruled in favor of the Association. Little has changed in negotiations except the escalation of frustration and disappointment and morale dropping among teachers. There is a disconnection between the Board of Education and the teachers. The faculty is the fabric of the community. The instability of the District makes it difficult to attract the best educators.
- Jeanita Eaves (Harvey) 1) asked the status of the Superintendent search; 2) had concerns about the legality of videotaping Board meetings specifically individuals consenting to be taped; last month the entire audience was taped. Legal counsel, Mr. Bass, responded that sometimes the audience is captured on tape when an individual comes to the podium. Mr. Williams told her to speak to the Board after the meeting.
- Vivienne Williams (Dolton) stated: 1) elevators are needed for the handicapped before stadium lighting; 2) nine candidates were presented for a coaching position, only two were presented for the Superintendent; 3) to not allow Mr. Wendorff to speak violates his constitutional rights; 4) eliminate unnecessary administration and give the funds to the teachers; 5) a free band camp is needed.
- Debbie Scaletta (Faculty Association Executive Director) stated it is sad when young teachers leave the district because of events occurring within the District. The Board chooses unfairness over fairness. Poor and short-term decisions are being made that cause deep rifts among stakeholders and escalates distrust within the community. Does District 205 want to be featured in a Chicago Tribune article about school boards and nepotism? The faculty has remained dedicated to the students and although students remain the inspiration, being marginalized and disrespected has taken its toll on the faculty. It is ridiculous for the Faculty Association to be denied to represent their members during open and executive session of Board meetings. The faculty is ready to negotiate to a conclusion.
- Bridget Obor (Dolton) stated District 205 has a double standard. If any person is qualified, they should be able to work.
- Gale Frazier (Dolton) stated it is grievous situation with all the negativity because the children are at stake. She is concerned about the number of children who are not succeeding. She appreciates the teachers' work and asked where the money will come from to pay them.
- David Eanes (Thornridge teacher) has given 25 years of service to District 205 and has resided in the community. The District should not lose good teachers. He is tired of the fight and the disappointment. It needs to come to an end. The Board held Thornridge together; now it's time to get the team back together.
- James Ademiju (Dolton) spoke about a nursing program opportunity for District 205 students. Mr. Williams advised him to speak to Mrs. Lawrence and Mrs. Williams, Curriculum committee members and also Dr. Lyke.
- Devonia Russell (Thornridge parent) stated her daughter was an underperforming student when she entered Thornridge. It took a collective effort of the faculty to help her succeed. Teachers will not stay in a district where they do not feel valued. She is disappointed to see everyone so dissatisfied.
- Rev. Andre Smith (South Holland) stated it is a sad day in District 205 when the Board is trying to pass nepotism instead of contracts. Who is holding up the signing of the contracts? The Board is not working together; instead they are arguing about having family members work but not having educators paid. Does anyone have a conscience? Education is most important. The Board is dysfunctional and the attorney should be bringing the Board together. Is the attorney qualified for this position? Fix the problem; the election is coming up.

Mr. Ogarek reported that since the last Board meeting, six Freedom of Information Act requests were received and responded to within the allotted time.

FOIA

Mr. Doss presented the following information:

COMMUNICATIONS

- Thornridge U.S. History teacher Robert Bell received a grant to attend the Gilder Lehrman Institute's Summer Seminar for the improvement of history education at Mt. Vernon, Virginia.
- Over half of the Thornton Township High School Class of 2012 has filed a Post High School Plan in the College and Career Center. Scholarships total \$3,683,608 (this does not include the two Gates Finalists).
- Thornton NFTE (National Foundation for Teaching Entrepreneurship) Business Plan 1st place winner Bre'Ann Hunter will advance to the city-wide competition on May 2nd.
- Thornton senior Fazila Vhora has been admitted to the Guaranteed Professional Program Admissions Program at UIC and plans to enter the Pharmacy Program at UIC College of Pharmacy.
- Thornwood teacher Mary Doornbos was selected from the Society for the Science & Public Fellows Program as a 2012 Fellow to receive a Professional Development opportunity through her proposed plan to mentor students in independent scientific research.
- Thornwood teacher Paul Slavich was chosen as The Times Coach of the Year, earning the Thunderbirds a Southwest Suburban Red championship.
- Thornwood Group Interpretation won second place in the State contest.
- Radio personality Ramonski Luv spoke to Juniors at Thornwood to motivate students regarding the PSAT exams.
- The Student Board of Education won first place in the 2012 Regional Competition for the Jefferson Awards for Public Service Students in Action Program on April 14th at the Illinois Institute of Technology.
- The Academic Enrichment Foundation Star Teacher Award winners are: Anthony Evans, Thornridge; Joseph Janowiak, Thornton and Albert Butler, Thornwood. The Ed Van Kley Star Award for Community Service was awarded to Mayor Don DeGraff.
- Due to summer construction, the Board meetings will be relocated as follows:
May, June, July and August will be held at Thornridge.
September, October, November and December will be held at Thornwood.
- District 205 partnered with Thornton Township for Career Day hosting a live radio broadcast of the Darryl King Show on 102.3 F.M.

Upcoming Events:

April 21	Summer School Registration, Thornridge at 9:00 a.m.
	Reaching for the Stars Gala, Serbian Center, 6:00 p.m.
April 23	Coffee Chat with Dr. Lyke, District Office, 9:00 a.m.
April 24	PSAE, No School (Freshmen, Sophomores and Seniors)
April 25	PSAE, No School (Freshmen, Sophomores and Seniors)
May 2	Late Start
May 4	ACT Registration Deadline for June 9 th
	Physics Phest, Thornwood, 10 a.m. – 1:00 p.m.
May 5	SAT Test Date
May 8	Student Board of Education Meeting, Thornridge, 4:00 p.m.
May 9	Board of Education Meeting, Thornridge, 6:30 p.m.

Dr. Lyke reported as follows:

SUPERINTENDENT REPORT

Superintendents' Roundtable is a new roundtable that includes District 205 and the nine feeder school districts. The feeder districts have nine different Curriculum standards. The feeder school district Superintendents have committed to have common Curriculum maps by quarter for next year. Each quarter all students will be instructed on the same content across the feeder school districts. Also, common quarterly assessments, no matter what district, they will be taking the same assessment to enable dialogue on what is working and what is not. We'll have a better idea what the incoming freshmen are learning.

ECRA Partnership—The Educational Consultants and Research Associates will allow District to create assessments to determine the best course placements for incoming freshmen. It is now done through Explore score and teacher recommendations; not necessarily our Curriculum. Using our Curriculum, ECRA will assist us in our assessments, i.e., which students get placed in ramp-up classes, double dose classes, etc. for a more accurate placement for freshmen. Also create assessments for true annual student progress. Reports will be provided to share with staff, students and parents. They will be able to tell students what their projected ACT score is to allow for more realistic college planning.

SUPERINTENDENT
REPORT, Con't.

Mr. Rob Penman, Math Area Instructional Leader, began his presentation by stating that the District 205 math department offers everything for students from those needing additional support to advancement and enrichment for college prep curriculum. Data shows that the failure rate continues to drop. The students as progressing as evidenced by ACT scores improving from fall to spring at all three schools. Pre and Post test scores show significant gains from the beginning of the school year.

The goal of the South Cook Math Initiative partnership with UIC and 21 school districts is the improvement of mathematics instruction in grades 6 through 9. Districts partnered with District 205 are South Holland District 150, South Holland District 151 and Harvey District 152. Teachers work with common core state standards. This initiative is funded by Chicago Community Trust.

He provided written testimonies from students with positive feedback regarding the Ramp Up and Algebra Restart courses. These courses are for the lowest scoring incoming Freshmen. He also showed a brief snippet from an Algebra classroom at Thornton High School.

Mr. Burton moved, Robinson moved, Mr. Banks seconded, to **Approve the Overnight Field Trip** as presented by Mr. Walton for twelve students from the Thornridge FCCLA (Family Career and Community Leaders of America) Team to travel to Springfield, Illinois from April 19-21, 2012 to participate in the IHSA State Competition. On roll call, Members Banks, Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams voted aye; nay, none; motion passed.

APPROVAL OF
OVERNIGHT FIELD
TRIP

Mr. Burton moved, Mr. Banks seconded, to **Approve the 2012-2013 IHSA Membership** as presented by Dr. Lyke for each of the three high schools. No payment for membership or entry fees is required. The IHSA governs the equitable participation in interscholastic athletics and activities. On roll call, Members Banks, Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams voted aye; nay, none; motion passed.

APPROVAL OF
2012-2013 IHSA
MEMBERSHIP

Mr. Crayton moved, Mr. Banks seconded, to **Approve the Soccer Goal Safety and Education Policy** as presented by Dr. Lyke at the March 14th Board meeting. The policy has been available for review for thirty (30) days. On roll call, Members Banks, Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams voted aye; nay, none; motion passed.

APPROVAL OF
SOCCER GOAL
SAFETY AND
EDUCATION
POLICY

Mrs. Lawrence moved, Mr. Crayton seconded, to **Approve the Changes to the Nepotism Policy** as presented by Mrs. Lawrence at the March 14th Board meeting. The policy has been available for review for thirty (30) days. The Board stated their reasons for and against the changes, including the incoming Superintendent. On roll call, Members Crayton and Lawrence voted aye; Members Banks, Burton, Robinson, K. Williams and T. Williams voted nay, motion failed.

APPROVAL OF
CHANGES TO
NEPOTISM POLICY

Mr. Burton moved, Mr. Banks seconded, to **Approve the Changes to the Discipline Policy** as presented by Mrs. Russell at the March 14th Board meeting. The changes to the policy have been available for review for thirty (30) days. On roll call, Members Banks, Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams voted aye; nay, none; motion passed.

APPROVAL OF
CHANGES TO
DISCIPLINE POLICY

Mr. Burton moved, Mrs. Williams seconded, to **Approve the Changes to the Attendance Policy** as presented by Mrs. Russell at the March 14th Board meeting. The changes to the policy have been available for review for thirty (30) days. On roll call, Members Banks, Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams voted aye; nay, none; motion passed.

APPROVAL OF
CHANGES TO
ATTENDANCE
POLICY

Mr. Crayton moved, Mr. Burton seconded, to **Approve the Copy Paper Bid** as presented by Mr. Ogarek. The Finance Committee has recommended approval for the bid to be awarded to Midland Paper in the amount of \$79,833.60. On roll call, Members Banks, Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams voted aye; nay, none; motion passed.

APPROVAL OF
COPY PAPER BID

Mr. Crayton moved, Mr. Banks seconded, to **Approve the P.E. Uniform Bid** as presented by Mr. Ogarek. Five vendors submitted bids. Mr. Robinson asked for the status of stadium lighting to which Dr. Lyke responded that the current lighting structure would have to be torn down to accommodate new lighting and that the Board directed the District to have two night games next year under temporary lights. Mr. Williams stated there was a discrepancy in the bid calculation information (typographical error) that was provided to the Board in January.

APPROVAL OF P.E.
UNIFORM BID

Mr. Williams moved, Mr. Crayton seconded to **Defer the Approval of the P.E. Uniform Bid.** On roll call, Members Banks, Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams voted aye; nay, none; motion passed.

MOTION TO DEFER
APPROVAL OF P.E.
UNIFORM BID

Mr. Williams moved, Mrs. Williams seconded to **Defer the Educational Benefit Cooperative (EBC) Resolution** to a committee. Currently, the District is self-funded for their employee benefits. By joining the Cooperative, annual premiums would be reduced by \$130,000.00 while not eliminating any benefits. In response to the Board regarding a deadline, Mr. Ogarek stated that if the Board does not approve joining the Cooperative at this meeting, it would not be available until next school year. On roll call, Members Robinson, K. Williams and T. Williams voted aye; Members Banks, Burton, Crayton, and Lawrence voted nay; motion failed.

MOTION TO DEFER
APPROVAL OF
EDUCATIONAL
BENEFIT
COOPERATIVE
RESOLUTION

Mr. Burton moved, Mr. Banks seconded to **Approve the Educational Benefit Cooperative (EBC) Resolution** as presented by Mr. Ogarek. A representative from Gallagher Benefits Services responded to questions from the Board stating that there are currently 84 participating districts, including Dolton, Alsip, Chicago Heights, Oak Forest, Tinley Park, Crestwood and ECHO Joint Agreement. He explained self-funded plans vs. self-funded co-ops and the history of the Educational Benefit Cooperative. On roll call, Members Banks, Burton, Crayton, Lawrence and Robinson voted aye; Members K. Williams and T. Williams voted nay; motion passed.

APPROVAL OF
EDUCATIONAL
BENEFIT
COOPERATIVE
RESOLUTION

Mr. Crayton moved, Mrs. Lawrence seconded, to **Approve the Superintendent's Contract** as presented by Mr. Williams. Mr. Banks is not opposed to the contract but did not have an opportunity to review the contract and therefore moved to **Defer the Approval of the Superintendent Contract.** Motion failed for lack of a second. On roll call, Members Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams voted aye; Member Banks voted nay, none; motion passed.

APPROVAL OF
SUPERINTENDENT
CONTRACT

Mr. Crayton moved, Mr. Burton seconded, to **Approve the Resolution to Dismiss an Administrator (1).** On roll call, Members Banks, Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams voted aye; nay, none; motion passed.

APPROVAL OF
RELEASE OF
ADMINISTRATOR

Mr. Crayton moved, Mrs. Williams seconded, to **Approve the Resolution to Dismiss Fourth-Year Probationary Teachers (2).** On roll call, Members Banks, Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams voted aye; nay, none; motion passed.

APPROVAL OF
RELEASE OF
STAFF

Mr. Crayton moved, Mrs. Williams seconded, to **Approve the Resolution to Dismiss First, Second and Third-Year Teachers (14).** On roll call, Members Banks, Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams voted aye; nay, none; motion passed.

APPROVAL OF
RELEASE OF
STAFF

Mr. Williams introduced **Mr. John F. Thomas** as the new **Superintendent for Thornton Township High School District 205.** Mr. Thomas thanked the Board of Education and stated with the help of the teachers and support staff, he is eager to move the academic progress of the District forward.

INTRODUCTION OF
SUPERINTENDENT

At 9:14 p.m., Mr. Burton moved, Mr. Banks seconded, to go into **Executive Session** for the purpose of discussing student discipline. On roll call, Members Banks, Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams voted aye; nay, none; motion passed.

ADJOURN TO
EXECUTIVE
SESSION

At 9:34 p.m., Mr. Crayton moved, Mrs. Williams seconded, to **Return to Regular Session.** On roll call, Members Banks, Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams voted aye; nay, none; motion passed.

RETURN TO
REGULAR SESSION

Mr. Crayton moved, Mr. Banks seconded to **Hold the Expulsion in Abeyance** for Student Case #2H-1112-09 for the remainder of the 2011-2012 school year through June 2014 and recommended placement in the Academy for Learning. On roll call, Members Banks, Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams voted aye; nay, none; motion passed.

STUDENT
DISCIPLINE
CASE # 2H-1112-09

Mr. Burton moved, Mr. Crayton seconded to **Hold the Expulsion in Abeyance** for Student Case #1B-1112-12 for the remainder of the 2011-2012 school year through June 2013 and recommended placement in the Academy for Learning. On roll call, Members Banks, Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams voted aye; nay, none; motion passed.

STUDENT
DISCIPLINE
CASE # 1B-1112-12

At 9:45 p.m., Mr. Crayton moved, Mr. Robinson seconded, to **Adjourn the Meeting.** On roll call, Members Banks, Burton, Crayton, Lawrence, Robinson, K. Williams and T. Williams voted aye; nay, none; motion passed.

ADJOURNMENT

President/Presiding Member

Secretary/Recording Secretary