

August 25, 2011

The regular Board meeting of the Board of Education of the Oak Park and River Forest High School was held on Thursday evening, August 25, 2011, in the Third Floor Library and the Board Room.

Call to Order

President Millard called the meeting to order at 6:30 p.m. The following Board of Education members were present: Valerie J. Fisher, Terry Finnegan, Dr. Ralph H. Lee, Amy Leafe McCormack, Dr. Dietra D. Millard, Sharon Patchak-Layman, and John Phelan. Also present were: Dr. Steven T. Isoye, Superintendent; Michael Carioscio, Chief Financial Officer; Amy Hill, Director of Assessment and Research; Dr. Tina Halliman, Director of Special Education; Philip M. Prale, Assistant Superintendent for Curriculum & Instruction; Nathaniel L. Rouse, Principal; Lauren M. Smith, Director of Human Resources; Cheryl L. Witham, Chief Financial Officer and Treasurer; James Paul Hunter, Faculty Senate Executive Committee Chair; and Gail Kalmerton, Executive Assistant/Clerk of the Board.

Closed Session

At 6:31 p.m., on August 25, 2011, Dr. Millard moved to enter closed session for the purposes of discussing The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity. 5 ILCS 120/2(c)(1), as amended by PA.93—57; Collective negotiating matters between the District and its employees or their representatives or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2); seconded by Mr. Finnegan. A roll call vote resulted in all ayes. Motion carried.

The Board of Education resumed its open session at 7:36 p.m. in the third floor Library.

Joining the meeting were: Michael Carioscio, Chief Financial Officer; Amy Hill, Director of Assessment and Research; Dr. Tina Halliman, Director of Special Education; James Paul Hunter, Faculty Senate Executive Committee Chair.

Visitors

The Board of Education welcomed the following visitors: Kay Foran, Communications and Community Relations Coordinator; Jeremiah Wiencek Assistant Principal for Student Services; Janel Bishop, Dean; Robert Zummallen, Director of Buildings and Grounds; Michael Byer, Joe Kostal; OPRFHS faculty; Nancy Leavy of the League of Women Voters; Bill Dwyer of the *Pioneer Press*, and James Jaworski of the *Chicago Tribune*; and Debra Kadin, Patch.com., Robert Wroggle of Legat Architectural Firm, Mike Bengsten and Bill Callaghan of Henry Bros., Mamie Andry, Fred Arkin, Ed Avis, Hashika Barral, Jim Baso, Ginny Beacom, Andrea Bergdorff, Christopher Bling, Colin Boie, John Bokum Jr., Ryan and Jenna Borgdorff, Flemming and Heather Bovell, Ben Brooks, Pat Brumawl, Patricia Brumont, Steve Burdorick, As a Cain, John Callahan, Monica Calling, Loman Carr, Russell Carter, Ken Cheatham, Vito Claps, Niall Collins, Paul Collins, Donal Collins, Nick and Chris Dardanes, Eric and Kevin Davis, Tom Donlan, Larry Early, Nancy Espinoza, Jeremiah Favao, Kelly Frank, Jay Fulton, Isadore Garner, David Harris, Miles and Susan Harris, Cameron Harris, Valerie

Henry, Kim Hety, David Hibbler Sr., L. Hodge, Stephanie Hoerr, John Hoerster, Latechia Jackson, Forrest Jackson, Tom Johnson, Brad Killam, Mark Kleinkopf, Sam Koenjsberg, Nancy Leavy of League of Women Voters, Dan Martin, Steve and Mary Mattick, Michelle and Walinase Mbekeani, Bill, Jen and Matt McDermott, Victoria Meadows, William Miller, Jim and Tamara Minich, Mitch Neuman, Kevin and Sharon O'Mara, Arnie Osborne, Nevin Parker, Mike Powell, Terrie Rayburn, Amy Risng, Anthony Santos, Colin Sharpe, Brian and Eric Sharpe, Paulina Sharpe, Dan Shea, David Sisler, Jim Srehla, Kimberly and John State, John Stelzer, Brian Tideman, Brian Toledo, Richard Townsell, Bennett Williams, Cindy Wilson, Jonathan and Christopher Wilson, Nancy, Brian and Michael Woulfe, Rob Wroble of Leget, and Peggy Young.

Public Comments

Michael Powell, OPRFHS Wrestling Coach, provided a packet of material attesting to the benefits of the wrestling program, thanked those who came to this meeting to support this endeavor, and thanked Cheryl Witham for the conversations about this program. He spoke of individual students, their accomplishments because of their wrestling involvement, of the coaches who mentored them, how it had affected their lives, and his own life. Of the four current world medalists from the United States, two were from Oak Park and River Forest High School. It would be shameful to shut this program down because of finances.

Mr. Bokum, resident of 629 S. Home, Oak Park, noted that he supported Mr. Powell and his accomplishments at the high school, as he has personal knowledge of two students who had turned themselves around because of this program.

Mr. Fred Arkin, resident of 221 N. Kenilworth, Oak Park and proud 1974 OPRFHS graduate, addressed the Board of Education. His family has lived in the Village since the 1940's and has paid taxes all that time. After college, he began volunteering with youth developmental sports, wrestling in particular. He and others developed the mission of youth wrestling, which is to create good citizens. He could unequivocally state that youth programs beget more doctors and educators than state champions. Its goal is to help develop children into adulthood and the policy was prohibitive to this goal. The Youth Wrestling Program, when he led it, was never charged a fee to use the high school's facilities and the facilities were always left in better condition than how they were received. The youth non-profit programs are not designed to make money; they are designed to serve the youth of the community. The current policy makes it necessary to increase fees and discontinue hardship waivers to disadvantaged youth. He felt the high school was spelling the death of one of the finest programs by unreasonably profiting on the backs of those who are here to serve. The additional cost to host a junior youth program is higher here than at other schools. They charge feeder groups less based on reasonable and affordable per capita or per hourly rates. In the early 1990's, the Little Huskies Football Program was told they no longer had the use of the high school facilities. The program moved to Dominican, they practiced next to Fenwick, they renamed themselves the Priors, and the coaches realigned themselves to Fenwick and they were welcomed. The OPRFHS football program has never recovered. He has been involved with students from the age of six to the Olympic Games and there is no finer coach, educator, role model, and mentor, than Mike Powell.

Mr. Steve Budorick, 201 S. Elmwood, Oak Park, 1978 OPRFHS graduate, addressed the Board of Education about the Youth Football Program, noting that it would not exist without OPRFHS and this Board of Education. He thanked them for its support in the past and in the future.

- 1) Youth football and wrestling, provides teamwork, commitment, responsibility, sacrifice, self-reliance and academic success. The benefits are not only learning football, but also to be good men and women.
- 2) Most students in these programs cannot afford high fees and this program provides scholarships to 20 or 30 students/families. The new fee structure is bankrupting the organization. All helmets will be obsolete next years. The fee was raised this year in order to break even. The fee is \$410 for one child and \$310 for the second child. The program is now down to 235 people. People worked hard to get this program from approximately 110 students to a peak of 325 students.
- 3) Volunteers provide hundreds of hours, good leadership, life lessons, and coaching, for no more than a shirt, but not this year. Last year the average cost of the family to get those benefits was \$4.65 per hour. He asked the high school to continue to help them continue to provide this service to the community.

Mr. Mark Kleincoft, resident of 624 Franklin, River Forest, and parent of 3 boys, two who were wrestlers addressed the Board of Education about the wrestling program. While Mr. Kleincoft supported the high school's decision to close partially the high school, he stated that decision decreased options for students to make decisions. In addition, anything the high school can do to build character is a better return on investment. This is not an accounting decision. It is about character development. This is an opportunity to do a great thing that is consistent with other things the high school is doing.

Ms. Michael Mbeani, resident of 1230 N. Kenilworth, Oak Park, and 2007 OPRFHS graduate and once student body president, and is now enrolled at University of Chicago Law School, addressed the Board of Education about an article that appeared in the SunTimes alleging that OPRFHS was prohibiting a former student from receiving a copy of his transcript. OPRFHS was suing the family for back tuition. While she was not disputing the tuition, she did object to the high school denying the student his transcript in order to apply to college.

Agenda Change

The Board of Education members went to Agenda Item IV B, Board Member Comments and then address V. F. Facility Rental Fees for Athletic Feeder Groups.

**Board of Education
Comments**

Ms. Patchak-Layman formally offered condolences to the family and friends of Rachel Avcioglu, a 2010 OPRFHS graduate, who died too soon and too young. She was an active student and had appeared before the Board of Education for her work on Trapeze and MSAN. When she came and spoke to the Board of Education on her work with the MSAN representative, she spoke the following wise words. "The school is diverse and it is important to create fluidity in the classroom and not just lunch and PE." She had wanted to make sure the students in the school had an opportunity to be together, to not be isolated by classrooms, to share each other's thoughts and ideas and to create the best for all students. Ms. Patchak-Layman hoped the District would be able to honor these requests and give students an

opportunity to be who they are meant to be. She asked that the family be supported.

Facility Rental Fee

Ms. Fisher noted that she received an email from Sam Sakellaris regarding facilities that morning and she had it forwarded to the Board of Education. Mr. Sakellaris is a long-time supporter of youth sports and contributor to the Huskies Booster.

Dr. Millard stated that the District never intended to shut down the feeder group programs. The Board of Education had tried to determine what it cost for a variety of the groups to use these facilities, as requests to use the athletic facilities is a small fraction of those received. When the policy was amended two years ago, the Board of Education realized that it might affect feeder groups. It now has more information. The Board of Education does want these groups to thrive and will look for something that is fair and equitable and supports the students, as those who are engaged are more successful.

Dr. Isoye read what had been provided to the Board of Education in the packet for its discussion. “After one full year of the new policy we have found that fee structure has become a financial burden for some of our non-profit community feeder groups. The Administration has met with several of the feeder groups that utilize our facilities on a regular basis to gather information into this matter. Some of the feeder groups have not experienced a large increase and have not contacted the Administration or requested a change. The football, wrestling, softball, and baseball programs have requested consideration of their finances. In conversations with these groups, a comparison was drawn to the per participant fee that the park district charges. Several of the groups have requested that we consider that model in some form. Additionally, they understand that there are legitimate staff costs that should be reimbursed.

“Based upon all of the meetings with our feeder groups the Administration is making the following recommendations. We have compiled fee data from our feeder groups over the past two years, and have compared that with two proposed fee changes for 2011/12.

“The first change reflects a \$10 fee per participant for indoor and outdoor practice times. The second change proposes that rental fees be waived for events.

“Based on the final decision regarding rental rates, it is also recommended that we waive or return any excess fees charged for the 2010/11 school year.” Staff costs would still be charged.

Mr. Phelan, respecting Mr. Arkin, said it was easier to unite against something than it is to support something, especially when the press tries to galvanize people against something. The District is on his side and the administration has set forth policy with good faith efforts, but it has flaws that must be reviewed. He became a coach, because he so admired those coaches who shaped his and his children’s lives: these need to exist and to thrive. He quoted from Blueprint’s assessment of the school:

“OPRF has offerings that are remarkable and that should result in each student being able to find a connection to the school but that many students are not aware of or making use of these opportunities. This leaves far too many students disconnected from the school.

“Your programs connect the school and they want to wrestle or play football.”

The District needs to understand and apply its policy. Those groups that fall into the Class II category should be charged operating costs, as approved by the Board of Education. Those groups that fall into the Class IV category, providing services for middle and high school students, should be charged half of the rate applicable for Class II rentals, with reoccurring rental contracts. To him, only the marginal cost should have been charged. The costs needed to be identified and if they are too high for a program to thrive, then the policy needs to be review. Ms. Milojevic, Assistant Principal for Student Activities, previously presented data showing that students who were involved in cocurricular activities have a grade point average that is a half point higher than those who are not involved. From his experience as a coach, he knew this to be true. He looked forward to working with the Board of Education to identify and fix this so that these programs can thrive.

Dr. Millard asked if he wanted calculations as to the actual cost of electricity, plumbing, A/C, heating, as she thought those costs were nebulous. The building is neither heated nor air-conditioned around the clock. If a group is using a certain space, those utilities are provided so that it is functional. She was concerned about accuracy. Mr. Phelan wanted only those costs incurred for a youth program to use the facility. The cost to use the football stadium by Youth Football is so high because it uses 9 days on the field and is charged \$250 per hour. He wanted proof that these programs cost the high school money, e.g., personnel (supervision). Cleaning should not be an additional cost because the facilities need to be cleaned in any case. If the high school spends money on these programs, it is watering its own garden. It should stand back and be proud as the garden grows.

Dr. Millard responded that the high school has been asked to bear the responsibility of these programs; it is not necessarily a shared responsibility but one that was given to the high school. The high school accepts that responsibility, but the Board of Education should be aware that it does not want to use resources that might be redirected to programs for the students. The installation of the turf was about \$1 million and lasts 10 years. That does not include maintenance. The District wants it to be in good shape for all groups that want to use it to deter injuries.

Ms. Fisher agreed with Mr. Phelan’s analysis of looking at this and suggested gathering data and cost information in two separate categories, i.e., overhead vs. personnel costs. She wanted to look at youth athletic programs using athletic facilities vs. political groups. Consideration should be given to that as opposed to something not as commensurate with this issue. Dr. Millard noted that Policy 1410 does differentiate between different groups. Ms. McCormack felt that the high school belongs to all and the Board of Education is the fiduciary of the money spent and these feeder groups. She felt this was similar to District 200 giving money to the Collaboration for Early Childhood Care and Education because of the ultimate recognition of the benefit in the future to the high school. The costs should be reduced as much as possible for these students. Mr. Finnegan was

appreciative to those who showed their support in coming to this meeting. This revised policy had unintended consequences when it tried to differentiate between groups. He suggested removing the policy in total. He wanted to see what the football program paid last year and consider reimbursing it for the helmets, as this is a big and necessary expense as more and more recognition of concussions is occurring.

Ms. Patchak-Layman realized that not all nonprofits were all the same. Some work in zero dollars, some on a volunteer basis, and some charge large fees. She was concerned that raising the fees had lowered the number of participants in some programs and she was concerned about those organizations that have high participation costs that put them in the same position as the high school, i.e., Little Huskies. Resolution to this issue will not be a one-size fit all approach. Because the District wants as many students to participate as possible, she suggested implementing a sliding fee scale, looking at what organizations are charging for participation. Nonprofit hospitals must provide a certain amount of free care in order to continue to receive the property exemption. Some of the organizations that use the high school's facilities provide scholarships and work with many youth. If there is a certain income that is needed to be part of an organization, it discourages participation. She too was appreciative of those who came forward. What will happen if a change is made? Will there be a global change that will affect everyone or will there be flexibility be built into this policy so that there are other guidelines for deciding on costs.

The Board of Education has received an administrative proposal that provides for whatever fee decision the Board of Education determined would be for last year as well. The administration will provide more feedback and information for a discussion and decision later.

Mr. Finnegan thanked every adult coach in these programs. The reasons these programs thrive because of the free time that these adults give. He thanked them for their time and effort.

Dr. Millard asked if the Board of Education wanted the administrators to estimate the specific costs of the different groups and the facilities they use in addition to what has been discussed with Ms. Witham and the various members of the coaching staff. Mr. Phelan proposed that the high school attempt to estimate the cost and make the presumption that costs are not incurred unless it can show actual costs, i.e., personnel costs, etc., and then feeder groups would be charged half of that cost. Any other identified costs would be established because they were costs being incurred because these groups were using these facilities. Dr. Millard expected more estimated versus actual numbers and that the calculations may show that the costs would be higher. Changing the policy will be the second aspect; the first is to change the fees.

Mr. Phelan knew of programs being charged late fees and he asked that they be waived. Dr. Millard stated that further discussion would occur at the September 15 Board of Education meeting.

The Board of Education recessed its meeting at 8:35 p.m. to return to the Board Room. The meeting resumed at 8:50 p.m.

Status of FOIA Requests

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

Faculty Senate

Mr. Hunter reported that the faculty was happy to be back in the building.

Superintendent Report

Dr. Isoye asked Mr. Rouse to provide a Modified Closed Campus (MCC) report.

Mr. Rouse provided the following information about the first two days of school. With regard to MCC, he reported the following:

- 1) The North Cafeteria entrance is the entry/exist point for MCC and students must wear IDs. Staff is aware of the students who leave and return.
- 2) Students need parental permission to leave the campus. Parents may use the school's online resources to give that permission.
- 3) May students with parental permission chose to stay with those friends who did not have parental permission.
- 4) Dr. Isoye and he walked the perimeter of the school during the lunch periods and they found no students.
- 5) Freshman students were accustomed to eating in a 30-minute period and had wanted to leave the cafeteria; sophomores then followed. Stations and ropes were put in place to remind them not to leave the cafeteria until the bell rang.
- 6) Students are not allowed to use the Student Center because the school is trying to eradicate unwanted pests. The Student Center was not designated for students. The upcoming task force will look at different ways to make it friendlier for students and the best use of the 48-minute lunch period academic resources, tutoring, etc.
- 7) Cafeterias are filled but are not over capacity. Each lunch period 1,160 students are scheduled. Juniors and seniors will be allowed to migrate to the South Cafeteria if the North Cafeteria becomes too crowded. Freshman and sophomores will not be allowed to leave the South Cafeteria.
- 8) Students have access to tutoring centers, counselors and deans, and teachers.
- 9) Students must carry passes with them when in the hallways.
- 10) Last year there were over 50,000 unexcused absences.
- 11) Students will lose the privilege of leaving campus if they have more than five tardies within the four ½-week period. The expectation is that students will be on time to class.
- 12) Every four and half weeks, it resets and students may regain lost privileges.

Mr. Rouse reported to speaking with the students, faculty, and staff about the changes that occurred. He also thanked the faculty and staff for helping to enforce the ID policy. Students are responding appropriately and positively.

Students will be allowed to use the mall when it is determined how many students will eat in the cafeteria and the appropriate staff is hired, hopefully after Labor Day. Dr. Isoye reiterated that while the District must work on the many technical details, acknowledging that there may be unintended consequences, the administration is being mindful in making decisions.

Dr. Isoye 1) congratulated BLT on implementing the MCC during the summer. While he acknowledged a little roughness around the edges, he was impressed with this group's attention to details; 2) reported that the state is working on revising the

school report card and he and Kay Brown of West 40 held focus groups with superintendents and principals about it; 3) reported that he continues to participate on the PAEC which is finalizing its administrative rules proposed to the ISBE; 4) met with District 90's new superintendent, Dr. Ed Condon, and he looked forward to meeting with both superintendents during the school year; 5) thanked B&G, the clerical, administrators, and technology staff for helping to open the school on time. Over 60 faculty participated in two days of teacher training on their own time; 6) offered a huge welcome back to students and parents.

Treasurer's Report It was the consensus of the Board of Education members to approve the Treasurer's Report under the Action section of agenda.

Construction Update Rob Wroble of Legat and Mike Bengston of Henry Bros. gave an update on construction. Mr. Bengston reported that construction was on time and under budget and the reason for this success was due to the team approach. He recognized the roles of Ms. Witham, Mr. Zummallen, and Legat's design team. Mr. Jeff Bergmann, a supervisor of Henry Bros. set a high bar by doing an excellent job of overseeing the project. The plan is to close out the contracts within the next 45 days. The Board of Education viewed photographs of air handlers, plumbing, new domestic water booster system, ceiling replacements, classrooms, fire alarms, speakers, motion sensors, etc. During construction, the original tile from the 1920's was discovered. The Board also viewed photographs of the west pool wall, where new drain tile had been installed to keep water from entering the building, then a waterproof membrane was added, and finally backfilled with stone. It also saw pictures of the elevator renovation.

The Board of Education then viewed a PowerPoint listing the technology projects that had occurred that summer.

- 1) moved all of the computers out of the classrooms that were under construction and then moved them back into those classrooms;
- 2) upgraded all Windows desktops and laptops with Microsoft Office 2010;
- 3) installed 58 Epson short-throw projectors;
- 4) upgraded wireless points environment;
- 5) upgraded instructional computing work stations (40 iMac computers, 6 mac mini computers, and 100 HP 620 pro micro tower computers;
- 6) installed 7 Promethean boards;
- 7) provided 20 Lenovo laptop computers for administrators and staff;
- 8) provided 40 Lenovo tablet computers for faculty;
- 9) received 12 iPads;
- 10) New Email Spam Software;
- 11) Increased Internet bandwidth;
- 12) Email archiving;
- 13) Modified Closed Campus Support;
- 14) SharePoint Upgrade;
- 15) Students aide in getting the building ready;
- 16) As classrooms are being addressed, they are now completely outfitted, rather than doing one project one year and another project another year.

Henry Bros. Contract Ms. Witham reported that this was not an action item. The District will continue to move forward with the construction timeframe. The desire was to start as soon as possible putting out bid packets so that the District can be one of the first school districts

into the market in order to get the best prices, best contractors, and to have more time to be diligent in insuring that the bid packets are accurate and complete. Mr. Zummallen was happy to be working with this team this summer.

Psychological Center It was the consensus of the Board of Education members to renew the contract with the Center for Psychological Services beginning August 15, 2011 under the Consent portion of the agenda.

Currently OPRFHS contracts out for assessing students who are referred to the Special Education Department for potential services and to provide therapy. OPRFHS has worked with the Center for Psychological Services for the past 20 years. Legal counsel reviewed the contract. The contract can be terminated at any time.

Tentative Budget Ms. Witham reviewed the executive summary/introduction of the Annual Budget for Fiscal Year 2011-12. The budget document is presented in six main sections: Introduction, Organizational Structure, Financial Overview, Supplemental Information, Glossary, and References.

The Organizational Structure component includes a discussion of the major goals and objects of the District, an organizational chart, and a review of the budget process. The Financial Overview presents the annual budget of revenues and expenditures for all funds, including budget comparisons with the previous year.

The Financial Overview presents the annual budget of revenues and expenditures for all funds, including budget comparisons with the previous year.

The Supplemental Information component presents important data and information of high public interest, such as tax rates.

The Glossary provides definitions to terms and acronyms used.

The Reference section cites outside sources needed.

Ms. Witham provided a description of the governmental funds, e.g., Education Fund, Operations and Maintenance Fund/Restricted Building Fund (O&M), Transportation, Municipal Retirement/Social Security Fund, Fire Prevention and Life Safety Fund, Capital Projects Fund, Bond and Interest Fund, Tort Fund, Working Cash Fund, Internal Services Funds.

She highlighted the following information:

- The Governmental Fund has an excess of \$6,547,543.
- The revenue is decreasing slightly and in the different funds. It is decreasing 2.13% in the Education Fund because of the River Forest TIF, capital projects.
- The majority of revenue, 85.1% of the total District revenue, is derived from local property taxes, including TIF distributions.
- The total expenditures for all governmental funds will increase by 1.5% in FY 2012 compared to 2011. The total expenditures are \$68,103,671. There was a 10% decrease in transportation and a 35% decrease in capital projects.
- The budget is in alignment with Board's goals.
- Cost Containment included the following:

- a reduction of the substitute teachers rate,
- 3.4 FTE reduction (page 36 contained a chart on the allocation of certified and classified staff)
- administrative retirement,
- restructuring of textbook program,
- health insurance costs outside of negotiations (1.% savings in PPO plan and a .8% savings for HMO plan);
- \$162,000 in Field Trips;
- \$50,000 in construction management fees;
- \$150,000 because of an efficiency policy and HVAC upgrades.
- The District has been accumulating fund balances but will see less and less each year until it reaches deficit spending.
- Projections of Surpluses and Fund Balances were presented on page 13;
- The annual net change by Fund was presented on page 12;
- The Chart on page 89 showed the education expenditures by type: Salaries 70.88%; benefits 12.69%;
- The Chart on page 87 showed the Education Fund Expenditures by Program. General instruction is 48.30%;
- The Chart on page 86 is a comparison year over year by program area. This does not include all grant information;
- Page 173 contained a summary of construction project costs and funding (Planned Life Safety and Capital Projects);
- Page 148 contained a summary of suggested projects for instructional spaces and maintaining this vintage building.

Amendments have historically been made to the budget and the District has talked about incorporating any additions or changes because of the Board of Education goals in the amended budget.

OPRFHS has received the ISBE's Certificate of Financial Recognition, its highest category, and Ms. Witham and the Business Office are to be congratulated for providing this detail to the public, the District, and to the Board of Education.

Post Secondary Report

Mr. Wiencek presented the Post Secondary Plans of the 2011 graduates. The transcripts for the Class of 2011 indicates that 91 percent of the graduates plan to attend college: 74 percent to four-year colleges and 17 percent to junior colleges. The majority of students attend college in Illinois with Triton College and the University of Illinois at Urbana continuing as their top choices. More than 275 different colleges visited the high school. A total of 659 final transcripts have been sent to 205 college and universities. A total of 401 scholarships have been awarded with the total dollar amount of \$6,907,588.

OPRFHS will subscribe to a national clearinghouse to understand academically what the graduates do after high school. Discussion of conducting postgraduate surveys in year 1 and 5 after graduation has occurred.

Discipline Report

Mr. Weincek presented the 2010-11 Student Discipline Report.

The report included the following data sets:
 Student Discipline Summary by Gender and Race
 Student Discipline Summary by Special Education and Race

Levels of Infractions by Grade Level and Gender
Student Discipline Summary by Consequence, Grade Level, and Race Analysis of Data
In-school Suspensions by Gender and Race
Out-of-school Suspensions by Gender and Race
All Suspensions by Class of Infractions, Grade Level, and Race

The majority of infractions (94%) were Class II infractions, which was the second least serious infraction. The number of students who were under the influence, fighting and expelled dropped. Of the 52,118 unexcused absences last year, 20,000 were from study halls, 66% were males, and 34% were females.

The District is trying different things, i.e., alternative suspension schools and being creative about spreading out the In-school Suspensions (ISS) and Out of School Suspensions (OSS) assignments. The accumulation of In-school Suspensions (ISS) leads to OSS. The administration has now tied cocurriculars to detentions and hopes this will be another deterrent. Presently the school does not disaggregate how many days students are assigned to ISS and OSS.

Intervention Reports Mr. Wiencek presented the annual FREE/MUREE report. The FREE Program (Females Reaching for Educational Excellence) was developed in 2001 as a joint effort between the Oak Park Police Department and OPRFHS to help educate and support African American females that were in continual peer conflict. The MUREE Program (Males United Reaching for Educational Excellence) was started in 2003.

Their missions are to assist OPRFHS with the following:

- 1) Building productive relationships with fellow students, teachers, adults, and community members;
- 2) Experiencing increased academic success;
- 3) Achieving emotional, social, and physical well-being; and
- 4) Making a successful transition to adulthood.

Selected students meet weekly once per week for one semester to talk about topics such as peer mediation, conflict resolution, substance abuse, gang involvement, etc. Thrive Counseling Center continues to collaborate with the high school and provides two therapists to co-facilitate the programs. These students participate in volunteer activities, interview, search for jobs, etc. The impact is qualitative. Mr. Wiencek will work to get pre- and post-data to measure the benefits, i.e., lower discipline infractions.

HARBOR (Helping Adolescents Reflect on Building Opportunities for Renewal) is an alternative school. Its program emphasizes learning strategies, social emotional development and study skills. The program serves students who are in good standing as well as those students who have been expelled from OPRFHS for disciplinary reasons with the expulsion being held in abeyance. While Special Education students may attend HARBOR, their total enrollment cannot exceed 10% that of the total student population.

Ombudsman is accredited by the North Central Association of Schools and the Southern Association of Schools. Students enroll in one of three 3-hour sessions and the curriculum is computer-based with the students progressing individually with the guidance of a teacher. Students may earn up to 11 credits per semester at Ombudsman.

Pacific Education Group

It was the consensus of the Board of Education to approve the contract with the Pacific Education Group, as presented, under the Action Agenda.

The Board of Education was advised to consider holding its work with PEG in a closed session because of the intensity and the personal nature of the work. It is about doing a deep understanding of self. No decisions would be made in this meeting. The IASB will be contacted about having a representative at the meeting so that it can legally hold this meeting in closed session.

Because many of the Board of Education had already taken the Beyond Diversity Training, Ms. Patchak-Layman asked if the other Board of Education members could have this training prior to this particular session with Pacific Education Group and if there was an opportunity to talk with PEG about having this personal journey in other ways. Dr. Millard encouraged all Board of Education members to participate in these sessions. Dr. Isoye was directed to contact the IASB to have a representative present.

Board of Education Goals

Dr. Millard moved to approve the Board of Education goals for the 2011-12 school year, as presented; seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

Statement 1: Racial Equity

The Board of Education will provide an inclusive education for all students and take action to eliminate racial predictability, disproportionality in student achievement, and systemic inhibitors to success for students and staff of color.

Action Steps:

- CCAR and PEG leadership training for systemic wide discussions about race—multiple stakeholders;
- Review of Policy Manual with CCAR participants for racial equity; and
- Drill deep into the data to determine patterns of experience for students starting with course placements and E-PAS data based on race.

Statement 2: Student Engagement and Achievement

The Board of Education will increase student achievement engagement, through quality classroom instruction, co-curricular, and other enhanced learning opportunities.

Action Steps:

- Implement District scorecard to report on student achievement trends;
- Obtain and review longitudinal data on post-secondary activities and success of students;
- Prepare advisory and student mentor programs for review and adaptation in 2011-2012 school year;
- Using fall SRI data as a baseline, increase the proportion of freshman students reading at grade level by 10%;
- Articulate a plan moving forward that addresses the work necessary to close the achievement gap; and
- Increase co-curricular participation by 7% or establishment of a database.

Statement 3: Learning Environment and School Culture

The Board of Education will continue to build and sustain a positive school culture, respecting and embracing all members of the school community, while providing for a safe learning environment.

Action Steps:

- Support and increase participation and programming available to parents and revive PTO as a parent participation option;
- Identify and implement specific discipline and positive behavior intervention through PBIS to reduce total ISS and OSS infractions and days spent in ISS and OSS for target areas by 10% compared with the 2010-2011 outcomes;
- To implement a climate survey to identify within the school culture the interactions between students-to-students, adults-to-adults and student-to-adults; and
- Develop a lunch period task force to develop on campus lunch period options for students.

Statement 4: Finance and Operations

The Board of Education will oversee the financial and operational conditions of the District to preserve prudent fund balances and equitable operational practices while continually striving to upgrade educational programs, hiring practices, and facilities.

Action Steps:

- Implement FAC Model for efficient and effective management outcomes;
- Identify appropriate recruiting and hiring practices to attract quality candidates for all staff and student positions including methods of retention for staff;
- Increase recruitment activities to targeted minority teaching candidates by 20% compared with 2009/2010 recruitment efforts;
- Complete successful negotiations; and
- Work with Districts 90 and 97, and private schools for increased shared services.

Statement 5: Governance

The Board of Education will ensure that accountability frameworks for policy and data are established and utilized.

Action Steps:

- Initiate discussion and establish framework for Strategic Plan for District, to start in earnest in fall 2012 (included here but overlaps all five statements);
- Continue with Board retreats to refine Board governance and efficiency, including methods of assessing additional activities for Board to learn to streamline its role in District operations;
- Have Board task force (perhaps 2 members with Superintendent) identify appropriate instrument for annual Superintendent evaluation; and
- Review and evaluate Board of Education processes and procedures to conduct Board business within a 3-hour timeframe.

Board of Education members were appreciative of the smart goal under the second statement about increasing the number of students participating in cocurriculars. Ms. Fisher stated that clearly this and the feeder group fee policy must be tied together.

While Dr. Isoye will meet with Ms. Patchak-Layman individually about what difference these goals will make for students at OPRFHS next year, he did state that not all departments would be able to achieve at their perfection, but each will bring the District closer to these statements. The most important piece is that the District is moving forward, taking action, and narrowing the focus on which it works. The idea of SMART goals is new for this institution, an aspiration. It may go beyond, reach, or fall below the target. He appreciated the Board of Education's discussion on these goals and felt that

the change in flavor will prepare for strategic planning. He felt the work of the Board of Education had helped the District to move forward.

Consent Items

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

- the Check Disbursements and Financial Resolutions dated August 25, 2011;
- the Treasurer's Report for June and July 2011;
- the amendment of the membership of Citizens' Council Members for 2011-12;
- the resolution to put tentative budget on display
- the contract with Pacific Education Group for continued professional development for the 2011-12 school year; and
- the contract with the Center for Psychological Services;

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

Dr. Isoye was directed to contact IASB about having a facilitator at the meeting October 4 PEG where the Board of Education will participate as discussed previously.

**Personnel
Recommendations**

Dr. Lee moved to approve the personnel recommendations, as presented; seconded by Ms. McCormack. A roll call vote resulted in all ayes. Motion carried.

ALT Membership

It was clarified that the Board of Education discussed and voted that the Superintendent would appoint the members of the Advisory Leadership Team at its January 2011 Board of Education meeting.

Dr. Isoye was excited about this form and receiving the input from the stakeholders and community members. He also appreciated the hard work of the Finance Advisory Committee. Dr. Millard reiterated that Dr. Isoye would report accurately to us the recommendations.

**District Liaison
Reports**

No written reports were received.

Minutes

Dr. Millard moved to approve the open and closed session minutes of June 14, 16, 23, July 12, 23, and August 18, 2011 and declared that the Audiotapes of the closed sessions in October 2009 shall be destroyed; seconded by Ms. Fisher. A roll call vote resulted in six ayes and one nay. Ms. Patchak-Layman voted nay. Motion carried.

Closed Session

At 10:53 p.m., on August 25, 2011, Dr. Millard moved to reconvene closed session for the purposes of discussing the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity. 5 ILCS 120/2(c)(1), as amended by PA.93—57; Collective negotiating matters between the District and its employees or their representatives or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2); Litigation, when an action against, affecting or on behalf of the

particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes. 5 ILCS 120/2(c)(11); seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

The Board of Education resumed its open session at 12:54 a.m.

Adjournment

At 12:55 a.m. on Friday, August 26, 2011, Dr. Lee moved to adjourn the Board of Education meeting; seconded by Ms. McCormack. A roll call vote resulted in all ayes. Motion carried.

Amy McCormack
Secretary

By Gail Kalmerton
Clerk of the Board