

May 22, 2014

The regular Board meeting of the Board of Education of the Oak Park and River Forest High School was held on Thursday, May 22, 2014, in the Board Room of the OPRFHS.

Call to Order

President Phelan called the meeting to order at 6:34 p.m. A roll call indicated the following Board of Education members were present: Thomas F. Cofsky, Dr. Steven Gevinson, Dr. Ralph H. Lee, Dr. Jackie Moore, Sharon Patchak Layman, John Phelan, and Jeff Weissglass. Also present were Dr. Steven T. Isoye, Superintendent; Nathaniel L. Rouse, Principal; and Gail Kalmerton, Executive Assistant Clerk of the Board.

Closed Session

At 6:35 p.m. on Thursday, May 22, 2014, Mr. Phelan moved to enter closed session for the purpose 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; Discussion of lawfully closed meeting minutes, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06 5 ILCS 5 ILCS 120/2(c)(21); seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

At 7:36 p.m., the Board of Education resumed open session.

Joining the meeting were Michael Carioscio, Chief Information Officer; Amy Hill, Director of Assessment and Research; Philip M. Prale, Assistant Superintendent for Curriculum and Instruction; Dr. Tina Hallman, Assistant Superintendent for Student Services; Karin Sullivan, Director of Communications and Community Relations; and Sheila Hardin, Faculty Senate Executive Committee Chair.

Visitors

The Board of Education welcomed the following visitors: Dr. Steve Goldberg, OPRFHS History Teacher; Robert Zummallen, Director of Buildings and Grounds; Ronald Johnson, OPRFHS Director of Purchasing and Transportation; Nancy Leavy of the League of Women Voters; Tom McMullen of the Hay Group (arrived telephonically at 9:04 p.m.); Student Grace Niewijk and family; Jared, John and Laurie Corbett; Terry Dean of the Wednesday Journal.

**Mission &
Vision Statements**

Mr. Phelan read the school's mission and vision statements.

Vision

Oak Park and River Forest High School will become an ever-improving model of equity and excellence that will enable all students to achieve their full potential.

Mission

Oak Park and River Forest High School provides a dynamic, supportive learning environment that cultivates knowledge, skills, and character and strives for equity and excellence for all students.

Public Comments	David Boulanger, 207 N. Elmwood, Oak Park, speaking as the Supervisor of the Oak Park Township, stood ready to answer any questions about the contract for the Youth Interventionist Program in which all of the taxing bodies participate. Mr. Phelan noted that the high school appreciated the service that the Township provides to the communities.
Public Hearing	At 7:40 p.m. on Thursday, May 22, 2014, Mr. Phelan opened a public hearing on the 2013-14 Amended Budget. Receiving no oral or written comments, he closed the hearing at 7:41 p.m.
Student Recognition	<p>The Board of Education recognized the following students:</p> <p>Senior Grace Niewijk received a third place award at the National Junior Science and Humanities Symposium, one of the toughest of all juried science competitions for students. She received her award in the Medicine & Health category, winning \$6,000. To achieve this win, Grace competed against—and defeated—students who previously had won the world's premier student science competition, the Intel International Science and Engineering Fair (Intel ISEF). Grace was one of 230 U.S. students to compete at nationals, held in Washington, D.C., after winning first place overall at the regional level. Her original research project is entitled “Creation of a Novel Absorbent Antimicrobial Bandage from Slime of the Pacific Hagfish for Use on Burns and Wounds.”</p> <p>Senior Jared Corbett won first place in the national P.L.A.T.O. contest. One hundred U.S. high school students submitted pieces to this philosophy-essay competition. Jared’s essay “Probabilistic Chains” defended hard determinism against both compatibilist and libertarian arguments for free will earning him a check of \$250. Dr. Goldberg had encouraged him to submit his paper to P.L.A.T.O. Mr. Corbett shared a summary of his paper.</p>
FOIA Requests	Ms. Kalmerton reported that two FOIA request had been received and they were both resolved.
Student Council	Mr. Joey Cofsky reported that May had been a busy month with the taking AP tests and finals. At Student Council’s meeting on May 21, the Wounded Warrior fundraising project was discussed. The feedback on the Memorial Day Assembly had been positive. Next year, he will return as Student Council’s liaison to the Board of Education.
Faculty Senate	Ms. Hardin too reported that the faculty was very busy with finals and AP exams. The faculty looked forward to ending on a high note and to next year. She thanked the Board of Education for its time and consideration.
Superintendent’s Report	<p>Dr. Isoye reported the following:</p> <ul style="list-style-type: none"> • Seniors Grace Alger, Kirsten Cabacungan, Grace Niewijk, Megan Peters, and Jonah Phillion won National Merit Scholarships. • Christina Harrington and Justin Sapp won National Achievement Scholarships. • The annual Honors Convocation was held May 20 at which approximately 360 students received academic honors, enrichment travel awards, and scholarships from local sources of more than \$120,000 from the local community.

- The freshman-sophomore Math Team, Noah Banholzer, Ethan Mertz, Lauren Pritz, Grace Liao, Polina Bondarenko, Sanjeev Venkatesan, Anishka Bandara, and Alex Schoeny, took 5th place at the Illinois Council of Teachers of Mathematics State Math Competition.
- Math teacher Jennifer Stinich received the Texas Instruments Inspiring Young Teacher Award from the Metropolitan Mathematics Club of Chicago, nominated by Christine Mondragon.
- Sophia Carlin, Julianna Faracota, Claire Good, Charlie Weissglass, Lee Werner and Grace Zimmerman, took 1st place in a regional "Shakespeare Slam" called the Battle of the Bard, winning \$1,000 for both the English and the Fine Arts Departments.
- The Percy Julian Science Symposium was held at OPRFHS winners were 1st Place: Grace Niewijk, 2nd Place: Maura Dahl, 3rd Place: Julia Szewc, 4th Place: Faith Lewis, 5th Place: Sarah Peters.
- Julia Szewc received the Xerox Award and Latroy Robinson won the ISET Symposium Award.
- The Huskie Booster Club awarded Lynn Lealiou with its Huskie Pride Award: Lynn Lealiou, Jim Heininger with its Work Hard Like a Huskie Award, Bret Patnode with its Huskie Achievement Award: Bret Patnode; Mary Rita Skrine with its Huskie Leadership Award, Tom Carraher with its Huskie Community Award; Michelle Bayer with its Award for Outstanding Staff Member; and Dana Connell and Christine Linde with its Don Dieta Award for Outstanding Volunteer Service.
- Winners at the Chicagoland Television Educators' Council (CTEC) Video Festival included: Cosmo Coffey, 2nd place Documentary, Ross Constable, 2nd place Music Video, Bri Williams, Anna Goelzer, and Sophie Garnder, 3rd place Talk Show; Gold: Cosmo Coffey, Silver and Gold: Mike Filek; Silver: Ross Constable, Jack McMullen, Hunter Samsom, Ellie Vanderwell, Silver and Bronze: Tommy Jackson, Sara Janz, Brian Pearlman, and Bronze: Ana Goelzer.
- At the national student-poetry competition Dylan Days, Delaney Miller took 1st place, Marlana Wadley took 3rd place, Rebecca DiSomma and Latroy Robinson were finalists.
- The following students were wished well in their competition at the state competition in track and field events: Mary Blankemeier, Hallie Voss, Mahal Shroeder, Jenn Smith, Hannah Gorin, Hannah Martin, Matilda Msall; Chisolm Nwoko, Bri Holloway, Imani Stines, Amari Wilkerson, Komiya Martin, Norma Abdur-Rafia, Myia Jones, Lashauni Lashley, Ella Rosa, Chena Underhill.
- Luisa Vasquez and Dominique Walker qualified and competed in the state doubles badminton team.

Dr. Isoye wished Dr. Halliman well on her new position as superintendent for District 130 starting May 26, 2014.

Dr. Isoye noted that graduation was June 1, 2014 and the last day for faculty and staff is June 2, 2014.

Consent Items

The following consent items were removed from the consent agenda:

- E. Open and Closed Session Minutes April 24 and May 13, 2014 and a declaration that the closed session audiotapes of September 2012 be destroyed and that the

closed session minutes of January 1, 1989 through May 2014 shall remain closed.

- H. Teacher Retirement Contracts
- I. Administrative Retirement Contracts
- J. Superintendent Contract
- K. Food Service Freezer and Cooler Bid
- P. William Blair Underwriter Engagement Letter
- R 9. 7:70, Attendance and Truancy
- R. 10. 7:140 Search & Seizure

Mr. Phelan moved to approve the consent items the following consent items:

- A. Check Disbursements and Financial Resolutions dated May 22, 2014
- B. Monthly Treasurer's Report
- C. Monthly Financial Reports
- D. Personnel Recommendations, including New Hires, Resignations, Retirements and Teachers Recommended for Tenure
- F. NIIPC Rollover Request for Proposals
- G. Prevailing Wage Resolution
- L. Rescue Assistance RFP
- H. Contract with HARBOR Academy
- I. Hotel Contract for Prom 2015
- Q. Provisional Texts for Adoption
- P. William Blair Underwriter Engagement Letter
- R. Policies for First Reading
 - a. 7:20 Harassment of Students
 - b. 7:180 Preventing Bullying, Intimidation, and Harassment
 - c. 7:190 Student Discipline
 - d. 7:200 Suspension Procedures
- Q. Amendment of Policies
 - 1. 2:30 School District Elections
 - 2. 2:10 Qualifications, Terms and Duties of Board Officers
 - 3. 4:30 Revenue and Investments
 - 4. 5:10, Equal Employment Opportunities
 - 5. 5:30, Hiring Practices
 - 6. 5:125 Personal Technology
 - 7. 5:190 Teacher Qualification
 - 8. 5:240 Suspension

Seconded by Mr. Cofsky. A roll call vote resulted in all ayes. Motion carried.

Teacher Retirement Mr. Phelan moved to approve and endorse the Separation Agreements related to the retirement of those individuals identified by the Human Resources Department who will be retiring between 2014-19 School Years, as presented; seconded by Dr. Gevinson. Discussion ensued.

The Board of Education was affirming its commitment to the faculty members by approving multiyear contracts, rather than single year contracts so that they would be grandfathered under the new pension law that will take effect June 1, 2014.

Ms. Patchak-Layman commented that the Board of Education received these contracts that day and that it had taken on this endeavor for the state and TRS, trying to reach a deadline. She did not have time to do due diligence and that the District was trying to correct something unforeseen. If the state decided to do something else, would the District try to remedy that as well? She felt the issue was between the retirees and the state. The current contract took nothing away from teachers. What happens after they leave OPRFHS is not part of the District's purview to make changes in order to skirt around what is happening at the state level. She did not support this motion.

Dr. Moore, too, was nervous about not being able to review the contracts thoroughly. She was concerned about the implications for school districts given the fears about the law, as an increasing number of teachers choose to notify schools of their retirement.

Dr. Lee did not support this action, not because of the issue of due diligence, but because he believes the District should have started to eliminate retirement bumps earlier.

Mr. Cofsky noted that where there were contracts and commitments to employees, he found these contracts to be a clarification of the language to uphold those prior obligations/agreements for retirement bumps. While he did not support retirement bumps, he supported honoring and ensuring that the contracts were carried out as to their intent.

Dr. Gevinson supported this action because what someone felt about retirement bumps was irrelevant to this vote. The only effect not approving the contracts would be to penalize faculty members in their retirement, they will get their raises regardless.

Mr. Weissglass supported this action because the legislature put school boards across the state in an odd position of looking at this question. Whether intentional or not, every school district has to look at whether they have to provide multiyear contracts to their employees in order for them to get the full benefit of their contract. A decision is being made in the instances where multiyear contracts existed. The District is making technical language changes to meet the requirements that the legislature has created for people to be able to get the benefit of the raises over the end of their time in their pensions. It makes perfect sense for those already in the retirement track. He noted that the number of people who put in for retirement doubled this year and he felt that was an unintended consequence of the legislators' action.

Mr. Phelan said that democracy was the worst form of government and that the Board of Education was put in the position that the state has been in for decades for people in school districts. The people who made decisions in the past set a landscape that people live with today. He felt that one must take into account the human element and not just think about the financial principles. This group of people are acknowledged frequently as being the heroes of the children and they are facing a hardship that has come upon them quickly. If the state made a decision on which the Board of Education had taken a stand ten years ago, then it would be about honor and principle. However, the humans that he admires and wants to protect, require him to support this.

Mr. Ruhland noted that a title change from Assistant Principal of Student Activities to Director of Student Activities. Ms. Patchak-Lay echoed her previous comments noting that what was before them was an employment agreement or was it a rewrite of the agreement that the employee signed this past year. Problems exist in bringing things forward at the last minute and she hoped things would come forward in a timelier manner. She asked if the state came forward and made a change with regard to health care if the District would change the contracts for that. This is about trying to get around what the state mandates by putting these forward.

Mr. Weissglass noted that the concepts were developed well in advance of this meeting and the language captures what the Board of Education had been discussing. He understood and shared the concern that the Board of Education may not have had the time to vet the language, but the District does have staff and lawyers who are working hard and going carefully about this. Having legal training, he felt comfortable in reading the contracts and they reflected the Board of Education's intent, acknowledging that something unforeseen would be forthcoming.

**Food Service
Freezer & Cooler
Bid**

Mr. Phelan moved to approve the purchase of a walk-in cooler and freezer to Alliance-Schweppe; seconded by Mr. Weissglass. Discussion ensued as to why this was being paid for out of the Food Service budget rather than the Operations & Maintenance and Capital Expenditures Accounts. Ms. Patchak-Layman felt the monies for this should come out of the General Fund because if not, Food Service would have to increase the cost of its food to cover these types of expenditures. Salaries also come out of the Food Service budget and this expenditure would limit their funding. The administration explained that this had been past practice and the Food Service Department has built into its budget such things as capital and equipment, i.e., stoves, ovens, the kitchen that supports the operation of the food service department. Ms. Piekarski did not intend to raise food prices next year.

William Blair

Mr. Phelan moved to approve the William Blair engagement letter and the Rule G-17 acknowledgement letter, as presented; seconded by Dr. Gevinson. Ms. Patchak-Layman was confused about the definition of municipal advisor and underwriter. She was alarmed by the statement, "Unlike a municipal advisor, the underwriters do not have fiduciary duty to the issuer under the federal securities laws and are, therefore, not required by federal law to act in the best interests of the issuer without regard to their own financial or other interests." She asked if OPRFHS would be looking for a financial advisor. She felt this was similar to having the life safety analysis completed by the same organization doing the work because of a long-standing relationship. The entity selling the bonds is also giving advice as to what is best for the organization. She questioned why this was coming forward at this time as the rule took effect several years ago, along with the .07% charge. If the District sold a \$10 million bond, William Blair's cost would be \$700,000. Mr. Altenburg noted that William Blair provides both services for the District now, but in order for it to continue to provide accurate and timely information on capital projects, etc., this letter is necessary. Ms. Hennessy of William Blair brought this to Mr. Altenburg's attention in April. Note: the letter says the cost shall be "no greater than .07%". While no bond

issuing plans are in the works at this moment, it is a part of the conversation about the pool. Mr. Weissglass felt the agreement was about rule changes with the practice continuing. He did not see this as a policy change. He did believe the questions about a financial advisor and municipal bond seller were legitimate. While no reason exists to doubt the services of William Blair, as it has been very good, theoretically, it could be a conflict of interest. He asked to see what other districts have done. Mr. Altenburg stated that William Blair knows OPRFHS, its needs, and goes to the market to get the best arrangements on short and long-term bonding. Ms. Patchak-Layman suggested putting out an RFP for financial advisors, because of the distinction between advisors and underwriters; information from another source would be helpful. This ruling would not have been made unless problems had occurred. Mr. Altenburg noted that when the District paid off debt certificates in December, Chapman and Cutler, legal counsel for bonds, was engaged. It worked with William Blair to make sure everything was in order, and it would do so in the future.

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

Policy 7:70

Mr. Phelan moved to amend Policy 7:70, Attendance and Truancy, as presented; seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried. Ms. Patchak-Layman brought awareness to this policy because a student had an OSS related to excessive tardiness. She reminded everyone that it was critical keep students in school and this policy calls for punitive action.

Policy 7:140

Mr. Phelan moved to amend Policy 7:140, Search and Seizure; seconded by Dr. Moore. Discussion ensued.

Ms. Patchak-Layman moved to amend the policy by adding the words “and notification of parents or guardians” after the words “given to the superintendent or his/her designee” in the last sentence under the heading of Students and Personal Effects in Student Possession; seconded by Dr. Moore.

Mr. Phelan moved to lay this on the table and send it back to the Policy Committee for consideration of the amendment; seconded by Dr. Lee. A voice vote resulted in all ayes. Motion carried

**Contract with
SEIU Classified
Personnel**

Mr. Phelan moved to approve the Agreement between the Board of Education of Oak Park and River Forest High School District 200, Cook County and Service Employees International Union, Local 73, Classified Personnel Association Contract, effective July 1, 2013 through June 30, 2017; seconded by Dr. Moore. Discussion ensued.

Dr. Lee noted the longevity stipends were similar to administrative and faculty bumps and he did not support that position.

Noted was the fact that position grades were a carryover from previous contracts. Noted also was the fact that teaching assistants are assigned to specific students.

A roll call vote resulted in six ayes and one nay. Dr. Lee voted nay. Motion carried.

Amended Budget

Mr. Phelan moved to adopt the FY 2013-14 Amended Budget, as presented; seconded by Mr. Cofsky. A roll call vote resulted in six ayes and one nay. Ms. Patchak-Layman voted nay. Motion carried.

Ms. Patchak-Layman had not approved the original budget, and, thus she did not support this.

**Board of Education
Member Attendance
At Presentation**

Mr. Phelan moved to reimburse Dr. Gevinson and Dr. Lee for the registration fee for “Policies to Make Illinois Competitive in a Global Economy” presentation; seconded by Mr. Weissglass. A roll call vote resulted in all ayes. Motion carried.

Mr. Weissglass asked that the balance of the budget accounts be included in these reports.

**Abatement of
Emergency Days**

Mr. Phelan moved to approve the Abatement of Emergency Days of June 3, 4, 5, and 6; seconded by Dr. Moore. A roll call vote resulted in all ayes. Motion carried.

**IMRF Authorized
Agent**

Mr. Phelan moved to approve the resolution appointing Authorized Agent for the Illinois Municipal Retirement Fund and certification by the Clerk of the Board; seconded by Mr. Weissglass. A roll call vote resulted in all aye. Motion carried.

**Professional
Development Plan**

Dr. Gevinson moved to accept the professional development (PD) plan for the 2014-15 school year, as presented; seconded by Mr. Cofsky. Discussion ensued.

Mr. Phelan voiced the same concern about the professional development plan that he had last year which was the number of late arrivals, the length by which the arrivals were late, the length of time students were out of the classroom, and the length of time faculty members have to teach their curriculums.

Dr. Moore hoped this was the beginning of more interaction between the faculty and the administration on developing PD. She believed that the voice of the experts should be at the table and she wanted that to become part of the practice.

Mr. Weissglass believed that this professional development plan, focusing on divisional work and collaboration, was the right approach. He believed it captured what is in the Strategic Plan; however, it was not tied to the Strategic Plan and more focus should be given to that. He questioned whether the work of aligning courses happens at the divisional level. He believed that was a major issue. He was concerned if the District knew how to navigate that, i.e., communicate with each other due to unequal quality or styles. How will they work together and how will they be supported. Is there enough support and coaching for this? How will this plan address the gap between expectations and rigor between College Prep and AP classes?

A roll call vote resulted in six ayes and one nay. Mr. Phelan voted nay. Motion carried.

Compensation Philosophy

Dr. Isoye updated the Board of Education about his discussions with Tom McMullen of the Hay Group regarding a compensation philosophy. Based on their discussions, a proposal was developed to assist in the following:

1. Develop a compensation philosophy
2. Grading of District Administrative roles based on job content (n=15).
3. Assessment of base salaries against relevant external market(s)
4. Base salary structure and administrative guideline development
5. Development of performance management process (i.e., goal setting, assessment, calibration and link to compensation)
6. Communication and training

Mr. McMullen reviewed the information in his PowerPoint presentation. The Hay Group is the largest human resources firm in the world. He has helped various organizations develop reward strategies, i.e., Pepsi, University of Illinois, the University of Chicago, and school districts in District 30 Carpentersville, Waukegan Public schools, Glenview District 34, Indian Prairie School in Aurora, Academy in Wilmette, Elgin 246 out of Chicago office, etc. The typical project approach is to develop a compensation/reward philosophy. The project plan for the work includes projects steps, accountabilities, and timeframes. Key stakeholders, such as the Board of Education, the District Leadership Team, Employees, and outside interest groups, are engaged about going forward with a compensation/reward strategy and they assess what works well and what could be improved upon in the current program. Meetings with the Board of Education would review key themes around purpose, intent and principles of the plan. Areas of consistency and gaps between key stakeholders would be identified. Go forward messages around the philosophy would be aligned. Potential future focus areas around compensation program design and implementation opportunities would be identified.

Tom McMullen and Camille Kuthrell would be the lead consultants for this work. Mr. McMullen's work would be provided pro-bono (value of \$7-\$10K) and his associate's time on this work is a function of the assumed amount of time investment required to deliver quality results. Estimated consulting fees and out of pocket expenses would not exceed \$10,000. Typically, the timeframes are as follows:

- Job grading and compensation market assessment: 8-14 weeks
- Performance management process creation and pilot: 1 to 2 years
- Linkage to compensation: after successful pilot
- Incremental consultant investment: \$10-\$15K in HR support role.

Mr. Phelan thanked him for his willingness to participate as a member of the community. Discussion ensued.

Mr. McMullen noted that while he has done work on faculty compensation at the university level, his work with public high schools has been at the administrative level. He did think that some of the ideas developed for universities could be tied into the faculty's compensation. Faculty pay is more similar across the state, but some districts are trying to pioneer performance based pay.

The term “reward” is used for anything that the institution provides as a perceived value, i.e., cash compensation, base salary, benefits, perks, nonfinancial rewards, career development opportunities, etc. Compensation typically pertains to the cash compensation program. Merit or performance pay is typical of performance management system, goal setting, feedback assessments and then a way to tie it to pay. A compensation program can be developed once a performance management system is in place and the underlying/assessment process is developed. That is why this takes about two years to develop.

The types of things considered as to the right comparable markets would be: 1) what is the market. Is talent being procured or lost? When people leave the organization, where do they go? What public and private school districts and geographic areas does OPRFHS draw? What about private sector under some of the staff support jobs? Affordability in the cost structure is important and stakeholders will be probed as to the level of pay should that should be targeted and what is their ability to pay.

Key barriers to this type of work might be the appetite for the Board of Education and District leadership to embrace the change. Is there a desire and leadership for that to the extent that leadership, as well as the employees, are under the program? Leadership support in alignment on the types of labor markets tends to be the biggest issues seen.

If personnel changes were to occur before this program would begin in 3 or 4 months, Mr. McMullen suggested making an executive decision. He encouraged letting the process unfold and not making any wholesale changes.

Mr. McMullen has finished a research study on how to measure the worthiness of implementation of a compensation philosophy and the best organizations say it is a combination of surveying employees and leaders about their perception. Did they make improvements? What are the turnover rates? Regretted turnovers are not good. Are employers can accept the reason someone may be leaving?

One member felt it also had to do with the unseen aspect of the quality of job descriptions and the expectations of the administrators. Should the District determine that before starting on this endeavor? Are the job descriptions being followed, fulfilled, etc.? How does that work in terms of moving to the next step of coming up with a compensation philosophy? The second phase of the work for the 15 jobs identified would evaluate size. Typically, one relies on a position questionnaire. If the job descriptions are not current, they are asked to review and complete and then that would be taken into account in terms of providing recommendations to the Superintendent and to the Board, the highest and lowest jobs, and why jobs were at certain levels. Dr. Moore hoped that language could be incorporated that supports the fact that there is value in all of the jobs and it cannot be viewed as either high or low. The process sounds quantitative but there is a need for qualitative aspect of interviewing and getting a richer sense of the historical that cannot be captured with questionnaire. Mr. McMullen noted that it was just a first step, subsequently looking at organizational charts and getting administrative and Board perspective on the purpose of the roles.

When asked if this would be an assessment of the compensation philosophy or the organizational structure as a whole, Mr. McMullen stated that it was a compensation philosophy and not the structure. However, what happens is that there can be observations, ideas, passionate views from the Board, employees, etc., and if optimal organization structure and design comes out, it can be identified, and The Hay Group will organize it and play it back to the Superintendent/Board for further discussion. The organizational structure is not the primary objective, however.

Discussion ensued as to how racial equity would be included in the plan. It was suggested that Mr. McMullen acquaint himself with the District's Strategic Plan and Professional Development Plans and speak with certain individuals to help educate him on what the school is doing with regard to race. How race can be used philosophically for input and have a motivating output. Board of Education members were invited to send their ideas to Dr. Isoye with a copy Ms. Kalmerton. Mr. McMullen stated that perceived fairness and equity concerns would be a part of compensation strategy in terms of attributes. It is about equity and discipline. What The Hay Group puts forward is neutral to any protected class variables. While The Hay Group has done deep dives in probing protected class issues, it was not part of the work. Mr. McMullen felt the most direct place to incorporate that would be in the performance management, i.e., goal setting, the content of the goals, how they are accessed, etc., as they tend to be the primary driver of what needs to be incorporated.

Dr. Gevinson was excited about the process of getting some good advice but he was concerned that the list of districts with which Hay Group has worked were not OPRFHS's peer districts. He would like to know about their compensation philosophies.

Mr. Weissglass stated that when the District goes down the path of merit increases, it comes from the private sector, a market-based approach, and embedded in that are a whole set of cultural assumptions. When the assumptions of culture are grappled with in the school and in society, they may have built in assumptions. He would be surprised if a company doing performance evaluation was doing the same exploration that OPRFHS has done. However, the District has to be aware that there is an inherent class issue.

Mr. Phelan understood that The Hay Group has a set of tools that tell employees how to carry out their objectives and the objectives will be different from any other entities. It has a set of tools and can provide external advice. The Board of Education makes the decision using the best information available, i.e., its charter and mission, the tools, the data, and a set of solid management processes across the industry sectors. Dr. Gevinson would be more comfortable sampling other districts to see how they approached this work.

Dr. Gevinson moved to table this decision until next month; seconded by Ms. Patchak-Layman. A roll call vote resulted in two yeas and five nays. Motion failed. Dr. Gevinson and Ms. Patchak-Layman voted nay.

Mr. Phelan moved to approve working with The Hay Group based on the proposal as presented; seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

This is about moving forward with a consultant is commitment to explore not adopt. Dr. Isoye and Mr. McMullen will map out a timeline for starting this work.

DWC Resolution

Mr. Phelan moved to approve the Resolution appointing the Interim Director for Pupil Personnel Services and Superintendent as the DWC Governing Board Representatives; seconded by Dr. Moore. A voice vote resulted in all ayes. Motion carried.

Fieldhouse Resolution

Mr. Phelan moved to approve the Resolution for Emergency Field House Repairs without the competitive bid process; seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

Cement pieces had fallen from the ceiling of the Field House balcony, believed to be caused by heavy rains. An engineer examined the main structural supports holding up the duck work and determined that it was in need of immediate repair. Life Safety Funds may pay for this repair.

Fieldhouse Contracts

Mr. Phelan moved to approve the contract with CMM Group, Inc. and Luse Companies to remediate and repair the main structural supports that hold the steel ductwork in place for a total contract price of \$70,169.92; seconded by Mr. Weissglass. A roll call vote resulted in all ayes. Motion carried.

Because both contractors were doing work on site, no housing fees will be charged. If the Fieldhouse were used for graduation, the setup would be reconfigured. Because lead paint was found, the District had to notify the IDPH and wait for 7 days before any work can be done. The abatement work done should start by June 6, 2014 and then construction will start. The entire length of balcony was inspected.

C.S.I. Program

Dr. Holliman provided a status update on the Communication Services that are Intensive (C.S.I.) Program, noting that OPRFHS was a trendsetter in providing services while considering the costs involved. The total number of students eligible for this program would have been below the benchmark number of seven for the fall semester. Second semester five students will be eligible. Thus, the recommendation is to postpone implementation of C.S.I. in 2015 and to launch professional development so that students in the building would benefit. Funding for this professional development would come from the IDEA Grant.

Student Discipline Retreat

Dr. Isoye reported that the PEG Committee had discussed the need for a Board retreat on student discipline at both its April and May meetings. During the April committee meeting, discussion focused on the need to have the Parent Teacher Advisory Committee recommendations. Committee members also discussed what it means to take the concepts and turn into policy and procedures. They also discussed how a policy might not have the desired result, meaning: 1) it is an interpretive issue, or 2) it is a bad policy. The committee tabled the subject for the May PEG committee meeting.

In May, PEG looked at the recommendations from PTAC. The discussion focused on the eight recommendations, as presented. There was a need to bring these to the full board as a part of a Special Board meeting on student discipline. Members of the committee also talked about the Code of Conduct and when that discussion may take place. The administration noted that no changes were recommended, thus far. The committee by a 3-0 vote, decided to move the PTAC report to “the whole board to be used as a discussion vehicle at a student discipline retreat as part of the discussion of a student discipline philosophy.” This is not an endorsement of the plan. It is a means to discuss student discipline. The plan will come to the full Board of Education as part of the materials for the Special Board Meeting to study student discipline. Potential topics include Develop a student discipline philosophy and Review the recommendations from PTAC.

Dr. Moore stated that it is pertinent that every year the Board of Education look at the discipline numbers. She is always surprised at the racial and gender disparities. She hoped a retreat could be scheduled this summer and to be able to affect change in how discipline is viewed for non-safety issues and keeping students in class. Agenda items would include:

- 1) Substance abuse issues and discipline that goes with that.
- 2) Federal Guidelines
- 3) Student input
- 4) SIDs input

It was the consensus of the Board of Education for Dr. Moore and Dr. Isoye to orchestrate this meeting. When appropriate, the Board of Education will be surveyed for available dates.

Closed Session

At 10:36 p.m., the Board of Education resumed its closed session. At 11:23 p.m., it resumed open session.

Minutes

Mr. Phelan moved to approve the Open and Closed Session Minutes April 24 and May 13, 2014 and a declaration that the closed session audiotapes of September 2012 be destroyed and that the closed session minutes of January 1, 1989 through May 2014 shall remain closed; seconded by Dr. Moore. A voice vote resulted in motion carried.

Adjournment

At 11:25 p.m. on May 22, 2014, Mr. Phelan moved to adjourn the meeting; seconded by Dr. Lee. A voice vote resulted in motion carried.

John Phelan
President

Jackie Moore
Secretary

Submitted by Gail Kalmerton
Clerk of the Board