

February 28, 2019

The regular Board meeting of the Board of Education of the Oak Park and River Forest High School was held on Thursday, February 28, 2019, in the Board Room of the OPRFHS.

Call to Order

President Moore called the meeting to order at 6:35 p.m. In the Board Room. A roll call indicated the following Board of Education members were present: Fred Arkin, Matt Baron, Jennifer Cassell, Thomas F. Cofsky, Craig Iseli, Dr. Jackie Moore, and Sara Dixon Spivy. Also present were Dr. Joylynn Pruitt-Adams, Superintendent; Greg Johnson, Assistant Superintendent for Curriculum and Instruction; Roxana Sanders, Senior Director of Human Resources, and Gail Kalmerton, Executive Assistant Clerk of the Board.

Closed Session

At 6:37 p.m. on Thursday, February 28, 2019, Dr. Moore 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; Student disciplinary issues; seconded by Ms. Dixon-Spivy. A roll call vote resulted in all ayes. Motion carried.

At 7:40 p.m., the Board of Education resumed the open session.

Joining the meeting were Cyndi Sidor, Interim Chief School Business Official; Dr. Gwen Walker-Qualls, Director of Pupil Personnel Services; Michael Carioscio, Chief Operations Officer, Karin Sullivan, Senior Communications Director.

Visitors

Burcy Hines, APPLE; Mark Christensen and John Duffy of CEEE; Linda Francis, Gail Galivan, Melanie McQueen, Kathleen Priceman, Sheryl Martin, Tony Martinez and Rhea of the OPRF Community Foundation, FGM Architects; Mary Haley of the League of Women Voters, Steve Schering of the Oak Leaves, Jeff Bergmann and Fred Pruess, OPRFHS staff; Chloe Leach, student;

Public Comments

Burcy Hines supported the Director of Equity and stressed the importance of this position should have accountability, experience, exposure, and understanding of the role of this position. They should know what it means to be this person in this community.

Kathleen Priceman read the following statement: “Thank you for the work that you have done so far on the District 200 Equity Policy. I want to let you know that your fellow villagers support and applaud your efforts. The establishment of the position of an Executive Director of Equity and Student Success is an essential part of the implementation of the final policy, and I hope that you will approve the position as soon as possible so that that person can assist you in your efforts.

“My husband and I moved our family to Oak Park in December 1994 from Atlanta. We are originally from New York. Trying to raise and education children in Atlanta during the 1980s and 1990s was a challenge. The schools were still very segregated (many white families pulled their children out of public schools and enrolled in

private schools as soon as the public school was integrated). The schools that were integrated were blatantly inequitable.

“I was very excited to relocate north of the Mason Dixon Line We chose Oak Park because we believed in the mission and vision of the village and the schools. Our oldest son was in tenth grade; we had a fifth-grade son and a daughter in first grade.

“Our youngest children had phenomenal experiences at Hatch, then Irving and later Julian. WE were fortunate to have moved to Oak Park during the Glory Years with District 97 was breaking barriers and doing just about everything right.

“Our experience at OPRF was not as positive. When our family attended the first basketball game and the Drill Team, and then the Cheerleaders came onto the floor, my husband turned to me and said, “I can’t believe you chose to put our kids in this school!” I was very disappointed to find that no one here seemed to think there was a problem with this, since “it’s always been this way.” Having heard this for years in Atlanta, I was disgusted.

“I began teaching at Lincoln School in 1997 and was an integral part of the team that established and sustained the Spanish Immersion Program. As a result, I have been sending students to OPRF since 1994. I have been disappointed but not surprised that so many of my students of color would come back to visit me and tell me they were not placed in the Honors classes at the high school. Having watched my students grow over six years, I was often confounded that they were not in Honors classes.

“My two sons had such mediocre experiences at OPRF; we sent our daughter to Trinity. I can honestly say, she was the only one of the three that was totally prepared for the rigors of university.

“We do our children a disservice by not challenging them and preparing them for the rigors of college.

“The new executive director of equity and student success will have their work cut out for them. I am so appreciative that the Board and the administration is willing to appoint someone to listen to the wider community to make OPRF the great school that it is destined to become.

“Thank again for your honest efforts to make our high school a place that will honor all students.”

Mark Christensen, read the following comments: “Good evening, as many of you know my name is Mark Christensen, and I stand before you to speak on behalf of CEEE, APPLE and SUA on this historic evening when this Board will vote and pass the recommendation of the Superintendent to create a District administrative position to address the issues of racial equity and justice in this high school.

“This is a great day, in a journey for some of many years, and for myself and on behalf of CEEE, APPLE and SUA I express our thanks to Superintendent Pruitt for bringing this matter forward to the Board, and for the Board’s anticipated affirmative vote.

“This is not, however, the end of the journey, but another critical and necessary step in the implementation of a racial equity and justice policy to be presented to the Board in the next few weeks.

“Leadership, especially in the arena culture changes and social perspectives, involves developing a consensus of the righteousness of the cause, the courage to act, and the execution of policy to achieve the agreed objectives. By the presence of everyone here in this room, and the voices we have heard over the last two years, we clearly have the consensus, with the Board’s agreement to allocate resources to hire an administrator we have the courage to act. What remains is the commitment to execute the policy in searching for the administrator that best reflects the ability to bring forward the racial equity and justice policy. To that end, we have three comments for the Board which we are using as a benchmark, or a standard to achieve this final prong of leadership for sustainable change.

“First, we must develop a profile of the ideal candidate, that is aligned with the District’s vision of the racial equity policy.

“Second, because of the scope of responsibility and authority this position will carry, and the impact it will have on student lives, the students, their parents, teachers, and the community must be involved in the hiring process for their input.

“Finally, there should be a student, parent and community presence and participation in the hiring process, including interviews, to assure that this position moves forward with the best candidate. All of these elements are part of the Talent Management Plan, and we have provided a working draft to the Superintendent on the process of recruitment and hiring.

“This is a unique and historic challenge. This is not merely a tick the box hire to satisfy certain qualifications. This is not a position that mirrors a corporate “diversity” department. The issues of racial equity and justice run much deeper than that. And I am convinced that we are up to the challenge.

“We look forward to working with the Board in bringing the vision to fruition, and will stand here when the candidate is recommended to the Board by the superintendent to ensure that the process of retention is consistent with that the last prong of leadership, the ability to achieve the racial equity vision with the best hire for the position. Thank you.”

Chloe Leach noted that SAFE and other student leaders created a racial equity curriculum. To assure students that the administrators were taking the proper steps when finishing up the policy and the curriculum to be implemented, SAFE and other leaders came up with the idea to have a racial equity coordinator.

John Duffy expressed his gratitude for the courage from the Board and support of the leadership of the superintendent. However, there are doubts. It is easy for him to be optimistic as a white man who reads and shows great empathy for the injustices that he sees. It was shown in the racial equity development process, it will be strong, and he thanked JPA and JC for the help. It is the hiring process outlined in the talent management program. It has to be robust with race, diversity, ethnicity at

the heart of forming of the hiring of the person. We only started talking about this two days ago and testimony to the hard work that they brought up three years ago. This person must have power under the leadership of the superintendent, and he hoped that could be done.

Gail Galivan, parent of five children, and was excited about the director of equity position and asked that the community be involved in the selection process and perhaps even be allowed to nominate candidates. She spoke about the need for this person to have frequent and constant exposure to people and, thus, everything should be personalized about diversity.

Melanie McQueen, president of APPLE, spoke about 4 points regarding the director of equity. She echoed the Speakers, the board members, and the community. The difference between power and authority can be drawn clearly on the following grounds:

1. Power, as defined, is as the ability to influence and control.
2. Authority is a legal and formal right to give orders/commands.
3. Responsibility is an obligation to complete assigned tasks.
4. Accountability is the responsibility to explain the outcomes of his/her actions/decisions and omissions.

She researched different companies/schools that have the responsibilities of this type of position and found that the commonality was power, zero tolerance for ignorance, and swift action. This position is needed and, if done right, will be respected as a high-level position that commands power, has a sense of urgency, and is not slow to act. She hoped this person would have power, authority, responsibility, and accountability.

Felicia Moore, vice president of APPLE, parent of high school and middle school students, echoed Ms. McQueen's comments. She supported that the Director of Equity position should be forthcoming and transparent about what might be occurring to both the community and the students to make sure aware of everyone is aware of what is occurring. She also asked that this person be visible and that everyone knows this person's responsibilities. She hoped that this person could collaborate and communicate effectively.

FOIA Requests

Ms. Kalmerton reported that five FOIA requests had been received and two were resolved.

Student Council

Student Council Eunseo Choo liaison reported on the following activities:

- Student Council recruited freshman students at the activity fair
- Student Council delivered valentines on Valentine's Day.
- Student Council will use the money it raises from the Huskie Give Back Day, the Mr. OPRFHS Contest, and the Pot Belly event to support the Sara Coglianesse Fund, the Thirst Project, and animal shelters.
- Student Council is exploring the option of matching charitable contributions.
- Student Council is considering the support of one charity per week during "Charity Month."
- The surplus from Homecoming may be used to better the access of resources for individual clubs, purchasing a shirt or hat for every student,

providing the school with color printers, and, possibly, supporting more tutors in the Tutoring Center.

Superintendent's Announcement

Dr. Pruitt-Adams made the following announcements:

English teacher Elizabeth Farrow has been named a finalist for the prestigious *2019 Golden Apple Award*. The awards honor exceptional teachers with the ability and passion to make life-changing differences in the lives of students.

Forty juniors and seniors recently attended the *HBCU Experience College Admissions & Scholarship Fair* at Chicago State University. Every single one of our Huskies left the fair with a scholarship and admittance to an HBCU.

Senior Eddie Bolivar won the *IHSA Individual State Championship* in wrestling in the 132-pound weight class. Also, Ashford Hollis, Josh Ogunsanya, Joe Chapman, Nico Bolivar, and Daemyen Middlebrooks earned All-State honors. The following weekend, the team took second place at the IHSA Dual State Tournament.

Junior Matthew Shabino is one of 30 U.S. students chosen to participate in the *United States Senate Page Program and School* in Washington, D.C. this semester. Matthew attends classes at the Senate Page School in the early morning and spends the remainder of the day working on the Senate floor.

Senior Azreinna Winston wrote the winning essay for OPRF's *42nd annual Martin Luther King, Jr. oration contest*. She performed her speech in front of the student body at the MLK assemblies on Jan. 18.

Sophomore Juliana Sosa placed first in the *10th grade Spoken Word Poetry Slam*.

The speech team placed second overall at the *IHSA Regional Competition*. Top individual prizes included first place for junior Katherine Andoline in Poetry Reading and first place for senior Maeve Doody in Humorous Interpretation.

Three OPRF faculty and staff members were recently certified as *Courageous Conversations About Race (CCAR) Affiliate Practitioners*. English teacher Daniel Cohen, Social Worker Khalida Himes, and Special Education teacher Lee Williams completed 50 hours of training in achieving racial equity in education and will assist with the implementing OPRF's racial equity work.

Seventeen student-athletes were honored by coaches, staff, and families last week for *signing letters of intent* to play their respective sports at the college level. They are Nell Behr, Eddie Bolivar, Trevon Brown, Cedric Cheatham, Tom Cronin, Jake Greifelt, Violet Harper, Ashford Hollis, Eleanor Kallay, Adam Landsman, James Maguire, Ben Reniva, Anthony Roberts, Rachel Rowe, Izaiah Ruffin, Craig Shelton, and Elizabeth Silber.

The OPRF Boys Swimming and Diving team won the *Sectional Championship* and coach Mark Pappalardo won the *Sectional Diving Coach of the Year Award*.

Items D. District, Registration Fees and Instructional Materials Fees, and E. Personnel Recommendations, were removed from the Consent Agenda.

Consent Agenda

Dr. Moore moved to approve the following consent items; seconded by Ms. Dixon Spivy.

- A. [Check Disbursements and Financial Resolutions dated February 28, 2019](#)
- B. [Monthly Treasurer’s Report](#)
- C. [Monthly Financials](#)
- F. [Acceptance of Audit Report](#)
- G. [Board of Education Budget](#)
- H. [SEL Conference – Waiver of Fees](#)
- I. [Policies for Second Reading and Action](#)
 - 1. [Policy 6:20 School Year Calendar and Day](#)
 - 2. [Policy 6:60 Curriculum Content](#)
 - 3. [Policy 6:130 High School Credit for Non-District Experiences: Course Substitutions; Re-entering Students](#)
 - 4. [Policy 7:100 Health, Eye, and Dental Examinations; Immunization and Exclusion of Students](#)
 - 5. [Policy 7:260 Exemption from Physical Education](#)
 - 6. [Policy 7:330 Student Use of Buildings – Equal Access](#)
- J. Open and Closed Minutes [of January 8, January 24, February 11 and 19, 2019](#) and a declaration that the closed session audio tapes of May 2017 shall be destroyed

A roll call vote resulted in all ayes. Motion carried.

District Registration Fees and Instructional Materials Fee

Dr. Moore moved to approve the District Registration Fees and Instructional Materials Fees; seconded by Ms. Cassell. Discussion ensued.

Mr. Arkin moved to amend the motion as follows: approve the District Registration Fee and Instructional Materials without the Technology Fee; seconded by Mr. Iseli.

Mr. Arkin felt that the District should fund the technology fee rather than having the families pay for it because technology/Chromebooks were crucial to the functionalities of learning. While it was considered, the other fees are just as crucial and that a rigorous conversation about that should be had before making such a decision.

A roll call vote resulted in four nays and two yeas. Motion failed.

A roll call vote on the original motion resulted in all yeas. Motion carried.

Personnel Recommendations	Dr. Moore moved to approve the personnel recommendations, as presented; seconded by Ms. Dixon Spivy. A roll call vote resulted in all ayes. Motion carried.
Internet Service Provider Contract	Dr. Moore moved to approve the Technology Internet Service Vendor and Vendors for Network Hardware Purchases; seconded by Ms. Dixon Spivy. A roll call vote resulted in all ayes. Motion carried.
Executive Director Of Equity and Student Success	Dr. Moore moved to approve the Executive Director of Equity and Student Success position; seconded by Ms. Cassell. A roll call vote resulted in all ayes. Motion carried.
Student Discipline	Dr. Moore moved to expel Student EXP 02-28-20, until the end of the 2020 school year but to hold the expulsion in abeyance pending successful completion at an alternative placement with a review of performance in December 2019 and including Restorative Justice Practices; seconded by. A roll call vote resulted in five eyes and one nay. Dr. Moore voted nay. Motion carried.
OPRF Community Foundation Fund	<p>On Dec. 20, 2018, the Board approved issuing a request for qualifications (RFQ) for design services for Imagine OPRF Facilities Project 1, at a total estimated project cost of \$32.6 million.</p> <p>At that time, the Board also directed administrators to propose a funding plan for a second, future facilities project no later than the May 2020 regular Board meeting. The Board direction included that administration’s funding plan should specify that the district’s objective is to align spending with revenue and that at least 50% of the estimated total project cost of \$65.4 million will be covered by private donations of at least \$10 million, annual levy increases equal to CPI (Consumer Price Index), and \$20 million from capital funds.</p> <p>To begin fundraising from private donors, the District needs to establish a fund to house the donations. Tony Martinez, president, and CEO of the Oak Park-River Forest Community Foundation (Foundation), presented the benefits of establishing a fund with the Foundation. The Foundation has existed for sixty years and has provided grants and leadership initiatives. It serves the needs of the area in which it resides: it is for the prosperity of the region. It is not a political organization. It is a 501(c)3 entity. The pros of working with the Foundation include:</p> <ol style="list-style-type: none"> 1) It would take the District 5 to 6 months to establish its fund. 2) The Foundation’s process is turnkey, and it is tax exempt. 3) The advantage to the donor is that the Foundation can accept checks, wire transfers, securities, etc., they will receive full tax credit per IRS and federal and state laws, and the Foundation will honor the donor’s intent for the assets, which gives them a sense of security. 4) Donors can contribute anonymously as well. 5) The Foundation takes care of the tax filing liability 6) The Foundation handles all of the administrative operations, i.e., manages all transactions, sends out thank you letters, and makes sure that all reporting and accountability are completed by qualified professionals. The Foundation is the recipient of the funds. 7) The Foundation has an investment manager and a dedicated portfolio and

the Foundation's Board has oversight of them. The funds are held in cash or money market or portfolio. The investment philosophy focuses on the long term growth of 60/40 in risk, and that is reviewed quarterly.

12 The fees range from 1.25% and 5%.

Discussion ensued. Assets become those of the Foundation as soon as they are received, so they are not under the same investment restrictions as schools. The positives to using the Foundation is timeliness as it could take six months to a year to establish one as well as the time of personnel to do all of the processes involved in receiving the assets. Should the District have their own 501(c)3, it would have to hire additional staff. OPRFHS is a member of the Scholarship Foundation Board. Other entities that use the Foundation are the Oak Park Public Library (7 funds), River Forest Library, and the Oak Park Township, and the Oak Park Park District.

Presently the Foundation has \$7 million under assets housed. The Foundation has a third-party auditor. An investment committee sets investment policy and gives target ranges and meets the portfolio manager and the investment committee with them quarterly.

The experience of the Foundation is that they had a \$2 million challenge grant and now the fund is \$5 m. Mr. Martinez managed funds and a campaign of \$50 and \$75 million.

Some of the funds could be endowed if more money was raised than needed or if the fund was ongoing.

The administration plans to bring forward an item for approval at a future Board meeting that will include details on such a fund's structure as well as the makeup of an advisory board to oversee the fund. It was the consensus of the Board members to move forward with exploring the option of establishing a fund such as this.

**Summer 2020
Capital Improvement**

On January 15, 2019, at the Committee of the Whole meeting, a presentation was made with a draft of the 10-year building maintenance plan. The plan has been updated to reflect a more accurate scope of work for the school year. The documents were attached and included a cross-reference column to the detailed scope document which will be used to create the documentation necessary to solicit bids.

The scope of work which will be designed to go out to bid in the October timeframe is:

- Replace panels & feeders (TBD)
- Testing 12kV electrical gear
- Auditorium/LT House lighting
- Roofing replacement
- AHU-F4, Controls, Rm 308,309,310 mixing boxes, ceilings, lighting upgrades.
- Replace cabinet unit heaters - office 351A, (4) Stairwells
- 1W Gym - Remove Ceiling, New lighting, Painting, Abatement
- Replace AHU-A1, Controls, Ductwork
- Replace old baseboard, radiators & controls
- ComEd vault repairs

Misc. door, frame, window replacement
Masonry tuck pointing
VOIP phone system

On January 15, 2019, the Board of Education approved the money for the design work to be completed for this scope of work. Members of FGM Architects introduced themselves. Dr. Pruitt noted that summer projects about keeping the building running, i.e., the roof because of leakage.

Future Agenda Items

1. Future Agenda Items
2. Incorporate Green into Construction Projects

Adjournment

At 9:20 p.m. on February 28, 2019, Dr. Moore moved to adjourn the regular Board of Education meeting; seconded by Mr. Baron. A voice vote resulted in motion carried.

Dr. Jackie Moore
President

Jennifer Cassell
Secretary