

The regular Board meeting of the Board of Education of the Oak Park and River Forest High School was held virtually on Thursday, March 19, 2020.

**Call to Order**

President Moore called the meeting to order at 7:06 p.m. A roll call indicated the following Board of Education members were present: Matt Baron, Thomas F. Cofsky, Gina Harris, Craig Iseli, Ralph Martire, Dr. Jackie Moore, and Sara Dixon Spivy. Also present were Dr. Joylynn Pruitt, Superintendent; Greg Johnson, Associate Superintendent; Roxana Sanders, Assistant Superintendent of Human Resources; Dr. Gwen Walker-Qualls, Executive Director of Pupil Support Services, and Gail Kalmerton, Executive Assistant Clerk of the Board.

**Closed Session**

At 7:15 p.m. on Thursday, March 19, 2020, 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 and 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 Ms. Dixon Spivy. A roll call vote resulted in all ayes. Motion carried.

At 7:49 p.m., the Board of Education recessed for a closed session.

Joining the meeting were Michael Carioscio, Chief Operations Officer; Dr. Levar Ammons; and Cyndi Sidor, Chief Financial Officer; Karin Sullivan, Executive Director of Communications and Community Relations.

**Visitors**

OPRFHS staff Fred Preuss and Jeff Bergmann; and Josh Cerniak of FGM.

**Status of FOIA Requests**

Ms. Kalmerton reported that five FOIA requests were received and three were resolved.

**Public Comments**

Monica Sheehan sent the following public comments: "Good evening. My public comments tonight cover four issues, and I respectfully request an email response regarding them.

"First, please clarify the scope and total cost of Project 1 of the Imagine plan. According to news reports, the project has pre-construction overruns of more than \$4 million, and the Board and administration have discussed cuts to the project, including eliminating 25% of its classroom renovations. Given that academics is the school's core mission, it's reasonable to expect that no cuts will be made to academic and special education facility needs and any overruns be paid for out of the \$20 million set aside by the Board, at the superintendent's request, for "urgent needs" in Project 2. It consists largely of a 37-meter x 25-yard swimming pool in a 600-seat natatorium.

“Second, this issue is in regards to improving communication and transparency between the D200 Board and the community. Specifically, requests have been made to the Board and it has declined to pursue collaboration with the village to use one of its two broadcast-equipped rooms to live-stream D200's two monthly meetings. The village's broadcast capability vastly exceeds D200's.

“According to a FOIA response from the village, there is no scheduled conflict with D200 using one of its broadcast-equipped rooms. Moreover, it only requires one person to operate the equipment to live-stream and record a meeting, and only one security guard to be present for any meeting held after 5:00 pm. With this new information, please reconsider your decision.

“Third, I request that the Board's Conflict of Interest policy be updated to state clearly that any Board member that receives direct or indirect funding from a teachers' union or is a member of a teachers' union recuse one's self from voting on any union or union-related issue. Just as Robert Reiter, a member of the Board of the Cook County Health System, recuses himself from union votes, due to his union ties, two members of the D200 Board with financial ties to the teachers' union should have recused themselves from an August 2019 vote. The 4-3 vote overturned the 2017 Board's unanimous vote denying special treatment for English teacher Paul Noble. That vote will cost taxpayers at least \$80,000.

“And, fourth, what is the justification for the D200 Board practice of increasing teachers' salaries by 6% in their final years of employment, hiking their pensions by more than 26%? This question was previously asked, but the Board's response evaded the question. Note, D97's pension sweetening practice sunsets this year.”

Mary Pikul sent the following public comments: “On the email sent to families on March 18, I was pleased to read that meals will be distributed to students on free and reduced lunches as well as those in need. The email read, “we will have a meal pick up again for students on free and reduced lunch, or simply in need...” If this is correct, please help to get this information out to the community. I believe more children would benefit. And right now, I think most understand that meals are only for students on reduced and free lunch. Nearby Cicero District 99 is offering free meals during state-mandated school closure to ALL children in Cicero who are 18 and under. I know that Cicero has different demographics, but this is impressive. The cut-off amount to receive free or reduced lunch is rather low, so it is good to hear that the District is trying to do more. Thank you.”

Linda Brennan sent the following public comments: “A group of Tennis families requests that the Board ask the school to work with the construction company and resolve how to keep all the courts open during construction. The attached Word doc outlines some work we have done since presenting at the Feb 27 Board meeting to help facilitate a solution. Since the document is signed by four families we should be allotted 12 minutes for the clerk to read it - alternatively, Board members could read it separately - whichever you prefer. Thank you!”

## **Consent Items**

Dr. Moore moved to approve the following consent items:

- A. [Check Disbursements and Financial Resolutions dated March 19, 2020](#)
- B. [Monthly Treasurer's Report](#)

- C. [Monthly Financials](#)
- D. [Educational Technology Vendor for Firewall Licensing](#)
- E. [Educational Technology Vendor for Network Hardware and Licensing Purchases](#)
- F. [Educational Technology Vendor for Network Hardware Installation](#)
- G. [Stipend Review Committee Recommendations](#)
- H. [Renewal of IHSA Membership for 2020-2021 School Year](#)
- I. [Renewal of Treasurer's Bond](#)
- J. [Staffing Recommendations for the 2020-21 School Year](#)
- K. Personnel Recommendations including New Hires, Summer School, Retirements, and Transfers
- L. [Policy 2105, Ethics and Gift Ban](#), for First Reading
- M. Open and Closed Minutes of February 27 and [March 10](#) Special and [March 10 Emergency](#), 2020 and a declaration that the closed session audiotapes of August 2018 shall be destroyed

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

[Facilities Master Plan – 10-Year Maintenance Component](#)

Mr. Carioscio reported that the first 10-year maintenance plan was presented to the Board of Education in December 2018 at the same meeting where the Imagine Project 1 was approved. In the intervening time, the plan was updated to assure it is coordinated with the work of the Imagine Project 1. This is now a more comprehensive view of the maintenance portion of the facilities master plan. This high-level plan (especially in the later years) has cost estimates that will need validation, as implementation grows closer. The costs associated with this maintenance plan are in addition to the costs associated with Project 1. The District will be opportunistic and will look for areas where overlapping scope can be identified to improve the estimates.

As listed in the table below, \$66.8 million has been identified in spending for the 10-year maintenance plan. At a maintenance budget of \$4 million per year, this is a total budget of \$40M for the 10-year period. In this iteration of the plan, it is approximately \$9.2M over budget. However, that is only \$1.1 million over budget for the maintenance portion taking place during Project 1.

	2021-2024	2025-2030	10-yr total
<b>Budget \$4M/year</b>	\$ 16,000,000	\$ 24,000,000	\$ 40,000,000
<b>Estimated Costs</b>	\$ 17,120,112	\$ 32,165,668	\$ 49,285,780
<b>Variance</b>	\$ (1,120,112)	\$ (8,165,668)	\$ (9,285,780)

Note: the follow items were not included: \$6.1 million in Project 2 work that would have to be included in the event that Project 2 is not approved and \$7 million in additional maintenance in the 10-year plan due to the lack of funds.

What the Board of Education needs to keep in mind is that:

1. There is not a sufficient maintenance budget to keep up adequately with building maintenance. The age of the building and the amount of money currently available for yearly maintenance will limit the District's ability to do the necessary maintenance in a timely fashion.

2. The Fieldhouse and pools need work that has been postponed in anticipation of Project 2. In addition, the pools are in need of repair while only minimal repair can be done. Any significant work would invalidate the grandfather status of the pools, which would mandate that the pools be closed.

A spreadsheet listed 40 prioritized items as a snapshot. The roof is now an emergency and it has to jump to the front of the plan.

The Health and Life Safety items are in the plan but not included in the total because they are budgeted and levied. Projects estimated at \$7 million were left off the plan because this plan is already \$8 to \$10 million over budget in the 10-year plan.

The 40 items were categorized by classrooms, corridors, stadium, mechanical, electrical, and plumbing. Soft costs such as environmental (asbestos), escalation and contingency numbers were included. The roof will be repaired 2021-24.

The summary of the costs between 2021 and 2024 are pretty close to budget but from 2025 to 2030, the costs are less known. While the District is reacting to urgent projects, it is not able to do preventative items.

In the past, only the construction, hazard, owners' cost, etc., were reported and, thus, the budget was underestimated. That overage was absorbed by cutting the scope. In the past, the 4% escalation costs were not built into the expenses. The administration has to look realistically at what the projects and costs will be and determine a realistic budget number to meet that.

Mr. Martire thanked the administration for the 10-year rolling plan, as it was crucial to manage finances responsibility and maintain the building. He asked if there was a detail of the preventive maintenance costs. Soft costs have to be added as well. Mr. Carioscio will share the list with the Board, but he reminded them that this list is at a high level and it would change once getting into the scope of them.

One member suggested that as the District moves closer to Project 2, it should consider the preventative maintenance items and build them into or adjust expectations of project. Maintenance costs have been projected out 11 years. Project 1 did not include the fields or the stadium, because that was not the IMAGINE's scope. Project 1 includes some maintenance work. Some Board of Education members asked for this update twice per year. Mr. Iseli acknowledged that there were more projects than money and asked what allocation of monies should be set aside for this work. Mr. Carioscio noted that a model was developed and it showed that the building is a \$400 million asset. Even at 2% of \$400 million, the District is underspending. Replacement costs for maintenance are general knowledge. Mr. Martire noted that the District was playing catch up on maintenance items and it should be building an appropriate budget to handle them.

Mr. Cofsky supported the comments of both Mr. Iseli and Mr. Martire. It was concerning to him that there is deferred work included. He has been involved in facilities for a good portion of his career, and he knew it was not the way to run a

facility. What do other schools do in terms of spend? Not having CPI built in is not realistic and escalation costs exceeds 2%. The District has been short in this area for a time. The adequacy model does not include a facilities evaluation, only operations/capital funds. Mr. Carioscio acknowledged that the District was underspending in maintenance. Mr. Cerniak stated that escalation and inflation costs are not one in the same. Inflation is only a small component that goes into determining the escalation. While inflation is a factor that causes escalation, many other factors play into it, i.e. supply and demand, political effects (terrorists) technological, environmental and now pandemics. A major shift will occur as the economy reacts to the global situation. A maintenance component needs to be built into Project 2, as part of the next stage of construction.

Mr. Martire concurred that an integrated facilities plan that includes needs and wants is critical.

When asked how the list was prioritized, the response was that in the example of the turf field, the lifespan is 8 to 9 years. In other cases, it is catch up work, i.e. the stadium is in bad shape both inside and out and will need significant funds to bring it back to good order. The building envelope is also the masonry. When asked how much of the 10-year plan is indicated by resource availability and could more be accomplished in the summer? Mr. Carioscio stated that more could be done, but much is going on in the building already.

**Project 1 Bid Package** Mr. Cofsky moved to approve the Project I Bid Package as presented; seconded by Ms. Harris. It was noted that the bid is slightly below what was budgeted, including the construction fees.

A roll call resulted in all ayes. Motion carried.

**Administrative and Nonaffiliated Personnel Salaries for the 2020-21 School Year** Mr. Cofsky moved to approve the administrative and Nonaffiliated Personnel Salaries for the 2020-21 School Year; seconded by Mr. Iseli. A roll call vote resulted in six ayes and one nay. Mr. Cofsky voted nay. Motion carried.

**Approval of Salary Increases for Food Service Employees for the 2020-21 School Year** Ms. Harris moved to approve the increases for Food Service Employees for the 2020-21 School Year; seconded by Mr. Iseli. A roll call vote resulted in all ayes. Motion carried.

**Resolution Authorizing Dismissal and Non-re-employment of Teachers Hired Under Temporary Contracts** Ms. Harris moved to approve the Resolution Authorizing Non-re-employment of re-employment of Teachers Hired Under Temporary Contracts; seconded by Mr. Iseli. A roll call vote resulted in all ayes. Motion carried.

**Resolution Authorizing Dismissal and Non-reemployment of a Second Year Probationary Teacher** Ms. Dixon Spivy moved to approve the Resolution Authorizing Dismissal and Non-reemployment of a Second Year Probationary Teacher; seconded by Mr. Iseli. A roll call vote resulted in all ayes. Motion carried.

## **Memorandum of Agreements with SEIU Collective Bargaining Groups**

Dr. Pruitt-Adams stated that when the administration was questioned about having a reduced staff in the building and who should come in and who should not, they reflected on how to entice essential people into the building. They confabbed with legal as well. They then met with each bargaining group to get their views about those employees coming into the building. Both District 97 and District 90 are aware of this direction, but Dr. Pruitt Adams did not know their plans.

Schools are mandated to feed all children under 18 years. OPRFHS preps meals for District 97 also. This past Monday, Food Service workers prepped 5,000 breakfasts and 5,000 lunches. Most were delivered to D97. OPRFHS students took 150 meals. This plan will continue through spring break. Thus, food must be ordered for any continuation.

Safety and Security personnel will be on site for the elections. Students with laptop issues may make appointments online to meet with ET personnel who are onsite. The Welcome Center will be staffed with security. In addition, staff is entering the building for IEP staffings and B&G personnel come in to clean. Paying the 1.5 scale was the administration's way to incentivize people to come in and do the work.

One Board member asked if the District could alter the agreement with District 97 so that it would absorb the cost of 1.5 times pay. Dr. Pruitt-Adams will explore this option. She added that the government was establishing a fund to make sure every person would made whole with no adverse effect on the District's budget. CPS is paying its food service workers 1.5 times for the same reason. While these are Acts of God days off, there is also an increased risk given that this is a public health issue.

If students have laptop issues, they are being exchanged via Ziploc bags. Is this being compliant with the law? Dr. Pruitt-Adams will inquire about that with the ET Team. In addition, the government has said that if children had no other place to go, the District would have to make a space for them. Is there any reimbursement for being open for the election? It was thought that the District receives \$100 per election booth. Monday was an eLearning day and that will be added to the calendar. Mr. Baron felt it was reasonable to provide more compensation to those who are coming into the building during this time.

Mr. Cofsky said that the document, as written, covers the Governor's Act of God days from March 17 and March 30. The state is already nearly through the four days of Act of God, which has been communicated to individuals doing this work and this has a duration, but with the potential for an extension of the Act of God days, how will that play into this agreement? Dr. Pruitt-Adams noted that when the administration met with the union leaders they were told that the Board of Education needed to approve this MOU and no promises could be given at that time. The stated timeline was included because that was what was known at the time. Conversation that is more recent suggests that schools could be out beyond March 31, 2020.

Dr. Martire felt the motion should be amended the MOU to extend for as long as the Act of God days exist pending either through the directive from the ISBE's or

the governor. Dr. Pruitt-Adams reiterated that the Governor said that Districts would be made whole. The administration concurred. Mr. Martire noted that individuals coming in were being exposed to an additional health risk. The Village Board has given the April 3 date before schools can open. He and Dr. Moore felt amending the MOU to extend it now would be administratively helpful so not have to come back for a virtual meeting to extend it. Mr. Cofsky asked with the current level of staffing, are the District's costs above normal. Is the overtime additional? If so, will someone pay the District for that differential? Dr. Pruitt-Adams answered affirmatively, noting that the costs may be lower than regular overtime, because the District will have fewer people on site to pay overtime for facilities, security for major events, etc.

Mr. Ralph Martire moved to approve Memorandum of Agreement resolution as amended in open session to include all mandatory closures; seconded by Ms. Harris. A roll call vote resulted in six ayes and one nay. Mr. Iseli voted nay. Motion carried.

**Resolution Authorizing** Ms. Spivy moved to approve the Resolution Authority Authoring to Hire Authority Essential Staff and Enter into Agreements with Bargaining Representatives To Hire Essential Staff of its Staff Members; seconded by Dr. Moore.  
**and Enter Into**  
**Agreements With**  
**Bargaining**  
**Representatives**  
**Of Its Staff Members**

The rationale for this resolution was because there had not been authority yet to do virtual meetings. As such, in case of an emergency, the superintendent would have the ability to hire.

Following consensus of the Board of Education, Ms. Dixon Spivy moved to amend the motion to amend the resolution and allow the Superintendent to appoint a designate as well, seconded by Mr. Iseli. A roll call vote resulted in all ayes. Motion carried.

**Resolution Authorizing** Ms. Dixon-Spivy moved to approve the Resolution Authorizing Authority To Authority To Approve Approve Accounts Payable, Payroll and Student Activity Expenditures; seconded Accounts Payable, by Mr. Baron. A roll call vote resulted in all ayes. Motion carried.  
**Payroll And Student**  
**Activity Expenditures**

**Audit RFP** Ms. Spivy moved to approve the Audit RFP as presented; seconded by Dr. Moore. A roll call vote resulted in all ayes. Motion carried.

**Approval of Settlement** No action was taken.  
**Agreement for**  
**Specialized Instruction**  
**Facility**

**IDEA Grant and DRS** This report was presented at the Committee of the Whole meeting. This is for Grant Programs informational purposes only.

**Future Agenda Items** Dr. Moore thanked the administration and the leadership for the round-the clock work to provide safe spaces for the students and staff during this pandemic. Everyone has stepped up to the plate and done everything together. Mr. Baron appreciated all of the communication. Ms. Harris, being in education and having

experienced the one-day eLearning platform, commended the seamless transition and had heard about how amazing and wonderful were the staff and administration.

**Adjournment**

At 8:30 p.m., Mr. Martire moved to adjourn the regular Board of Education meeting; seconded by Ms. Harris. A voice vote resulted in motion carried.

Dr. Jackie Moore  
President

Craig Iseli  
Secretary