

**Official Minutes of the  
Oak Park Board of Education District 97  
260 Madison Street, Oak Park, Cook County, Illinois  
November 9, 2019 Meeting**

Vice President Kim called the meeting to order at 9:06 a.m.

ROLL CALL

Present: Broy, Kim, Liebl, Kearney, Spurlock, Breymaier, and Moore

Absent: None

Also Present: Superintendent Dr. Carol Kelley, Senior Director of Equity Carrie Kamm, Consultant Rob Grossi (arrived at noon), Senior Director of Technology Michael Arensdorff (arrived at noon), National Equity Project representatives Rodney Thomas, Kathleen Osta, and Alex Fralin, and Board Secretary Sheryl Marinier.

**BOARD PROFESSIONAL DEVELOPMENT SESSION**

PROFESSIONAL  
DEVELOPMENT  
SESSION

Dr. Kelley introduced the members of the National Equity Project (NEP) as the facilitators for the morning.

Board members were asked to share their expectations for the morning's workshop.

- Bring topics back to the district
- Understanding equity as it related to school systems
- Difference between Board and superintendent's work
- What does equity look like in school setting

The facilitators asked the Board to focus on the following questions;

- What does it take to be a leader for equity systems, and how does this show up in our equity policy?
- Helping people reconnect to what they care about and how to take action in meaningful ways.
- The system is not designed for equity, so we need to think of ourselves as re-designers.

It was suggested that an equity lens is critical, but it is not sufficient. The following statements were shared and Board members were asked to share one that resonated with them. The first three were acknowledged by the Board.

- Commit to non-closure
- Embrace paradox
- Speak your truth
- Seek intentional learning not perfectionism
- Lean into discomfort and lean into each other

The facilitators introduced the concept of looking into the mirror and looking out a window. They explained that looking into the mirror gains insight into oneself – your beliefs, identity, experiences, strengths and fears, while looking out of the window gives insight into your context – your students, families, colleagues, schools, organization and community.

The facilitators noted that schools were designed to sort children out and educate white land owning families. Overtime, the system has been redesigned to include all children in the school system, but the process of education has not been redesigned for the children.

The Board shared some of the confusion they feel as being Board members, parents, and community members. One Board member expressed frustration in not being able to clarify comments made by community member comments at the Board table. It was noted that everyone at this level wants all children to be successful, but it is sometimes hard to focus on the end result. Concern was expressed that some members of the community might see the Board members as part of the problem. It was suggested that the Board focus on whose voices are being heard within a space, and ask "Who did you talk to about this? Whose voice did they privilege?"

## BOARD PROFESSIONAL DEVELOPMENT SESSION (Continued)

The Board took a brief break from 10:35 a.m. until 10:50 a.m.

The Board talked about the shift from Hero to Host and what that would look like, and the definitions of complicated and complex problems were defined.

### Complicated problems

- Problems that have solutions and are known by expertise but are not immediately obvious to us prior to an action being taken.

### Complex problems

- There is no known solution or “fix” for the problem; insights about what to do can only be seen or known during or after actions have been tried.

The facilitators shared that in order to tackle complex issues, we need to rethink leadership, asking ourselves how do we see the issue, how do we engage, and how do we act? It was suggested that the Board members believe that the problems and the solutions reside within the community and the systems.

The Board members were asked to identify some of their priorities;

- Forums that are more conversational than at Board meetings; that are focused on a specific area. The meetings should educate the community in the specific area, allowing them to build support.
- Figure out what is not working and change it.
- Do shorter cycles of tasks. Do not make a list of everything we will do for the next five years, but implement one thing, try it, and see if it works. If it does not work, adjust the strategy.

Board comments included;

- Noting that the Board statement is identified in the policy. The Board also uses the IASB core responsibilities.
- The Board has talked about how to make meetings better for the community, by making them more interactive. It was noted that the Board has a goal of wanting to be more accessible, and to have more access to groups that it wants to learn from.
- Part of the Board’s efforts is to help people understand what the written documents mean. The Board needs to provide opportunities for people who want more information.
- It is not a short-term effort. If the Board does not communicate its plan effectively, there is a risk of failure.
- There is a need to engage people in conversations to shift the discourse from either or to both safe and equitable schools.

With these thoughts in mind, the Board was asked how they might lead in service of this priority in some new ways (with equity and complexity lenses). What might it look like to lead with listening and experimentation? The Board members were asked to write their answers to these questions on post it notes and place them on chart paper. In groups, they discussed their ideas and then shared them with the full group.

As a full group they talked about what they could start doing not?

- Listening sessions
- Follow up listening session
- Dr. Kelley can share Shaker Heights process (use literature and materials)
- Use Special Report portion of meeting to do some listening

It was noted that District 200 is in the process of detracking their freshmen curriculum. They are doing several community forums on the topic. It was suggested that someone talk to the District 200 board, and ask how the process went and what they learned from it.

**BOARD PROFESSIONAL DEVELOPMENT SESSION (Continued)**

It was noted that DIVCO, APPLE, DC and Linda Frances are all talking about detracking and want District 97 to help out. They want the district to help the children learn about detracking and prepare them. It was suggested that these groups be invited to present to the Board on what they need.

Concern was expressed about how often the Board is asked to be in the weeds, noting that community members do not understand the Board/administration distinction.

It was suggested that the Board communicate that the changes will take time, they might be difficult, and that the Board and administration do not have all the answers. That is why they are inviting the community to share their experiences, stories and support. It was suggested that setting the purpose and timeframe would be helpful, explaining that the priorities of the listening is to help design the plan. The sessions needs to be intentional.

Next steps and support;

- NEP will be engaging with District 97 for the year. They will help the district move forward with the work.
- Hear from some of the leaders so they can decide the “who” they need to listen to.
- Continue to discuss and agree on priority ideas from brainstormed list; “test” 1-2 ideas and reflect on what you learn; make adjustments based on learning.
- As we go about our work as Board members and school district leaders, hold a few inquiry questions (drafts below), pay attention to what we hear and learn, and share our experiences with one another.

Draft Inquiry Questions:

- How might I lead with listening and curiosity - especially to those members of our community (students, families, etc.) who are currently outside the sphere of success and/or not yet thriving?
- How might I listen to and learn more about how these students and families are experiencing our schools and district?
- What does leading with listening and practicing “host” leadership make possible in service of our vision in Oak Park?
- Others?

The Board took a brief recess prior to beginning the business portion of the meeting. President Broy called the meeting back into session at 12:00 p.m. with all Board members present.

**PROCLAMATION RECOGNIZING SCHOOL BOARD APPRECIATION DAY**

Dr. Kelley read a proclamation recognizing November 15, 2019 as School Board Appreciation Day.

SCHOOL BOARD APPRECIATION DAY

**PUBLIC COMMENT**

None

PUBLIC COMMENT

**ACTION ITEMS**

ACTION ITEMS

**3.1.1 APPROVAL OF MINUTES FROM THE OCTOBER 29, 2019 BOARD MEETING**

Spurlock moved, seconded by Breymaier, that the Board of Education, District 97, approve the minutes from the October 29, 2019.

Ayes: Spurlock, Breymaier, Kim, Moore, Broy, Kearney, and Liebl  
 Nays: None  
 Abstained: None  
 Motion passed.

**3.2 APPROVAL OF THE CONSENT AGENDA**

Breymaier moved, seconded by Broy, that the Board of Education, District 97, approve the consent agenda.

3.2.1 Approval of Bill List

3.2.2 Personnel

Ayes: Breymaier, Broy, Kim, Spurlock, Moore, Kearney, and Liebl  
Nays: None  
Absent: None  
Motion passed.

**3.3.1 APPROVAL OF LIBRARY RENOVATION UPDATES**

Moore moved, seconded by Breymaier, that the Board of Education, District 97, approve the library renovations as presented to the Board on October 29, 2019.

Ayes: Moore, Breymaier, Kim, Spurlock, Broy, Kearney, and Liebl  
Nays: None  
Absent: None  
Motion passed.

**3.3.2 APPROVAL IMRF RESOLUTION TO INCLUDE CASH PAYMENT RELATED TO HEALTH INSURANCE AS IMRF EARNINGS**

Broy moved, seconded by Breymaier, that the Board of Education, District 97, approve the IMRF Resolution to Include Cash Payment Related to Health Insurance as IMRF Earnings.

Ayes: Broy, Breymaier, Kim, Spurlock, Moore, Kearney, and Liebl  
Nays: None  
Absent: None  
Motion passed.

**3.3.3 APPROVAL OF RESOLUTION SUPPORTING THE FIBER AGREEMENT WITH THE VILLAGE OF OAK PARK**

Breymaier moved, seconded by Moore, that the Board of Education, District 97, approve the Resolution Supporting a Fiber Agreement with the Village of Oak Park as presented.

Ayes: Breymaier, Moore, Kim, Spurlock, Broy, Kearney, and Liebl  
Nays: None  
Absent: None  
Motion passed.

**3.3.4 ADOPTION OF ESTIMATED LEVY FOR DECEMBER 10, 2019 AND AUTHORIZATION TO PUBLISH PUBLIC HEARING FOR DECEMBER 10, 2019**

Broy moved, seconded by Breymaier, that the Board of Education, District 97, approve the Estimated 2019 Levy as presented and to authorize the publishing of Notice of (Truth in taxation) Hearing on December 10, 2019.

Spurlock expressed concern that the library's levy looks like more than it really is, and suggested that a footnote be added to any of the district's communications regarding the levy that makes it clear that the percentage does not affect the tax payers in a negative way. Grossi explained that the resolution that the Board usually approves is generic, but can be rewritten to clarify this concern. Additionally, it was suggested that an explanation be included in the parent community letter, and an advertisement be included in the paper alongside the ad announcing the levy that would explain the percentage and how it will not affect the taxpayers in a negative way. It was also suggested that the district ask the village to submit a general article to the paper explaining the levy percentages.

Dr. Kelley offered to connect Rob Grossi, Amanda Siegfried and a Board representative with a reporter regarding the wording of a newspaper ad. One Board member expressed interest in talking points on this topic.

Ayes: Broy, Breymaier, Kim, Spurlock, Moore, Kearney, and Liebl  
Nays: None  
Absent: None  
Motion passed.

**3.4.1 APPOINTMENT OF INTERIM ADMINISTRATOR**

Spurlock moved, seconded by Breymaier, that the Board of Education, District 97, appoint Sheila Carter as the Interim Assistant Principal at Lincoln Elementary School at a rate of \$443/day for the duration of the current Assistant Principal’s leave of absence.

Ayes: Spurlock, Breymaier, Kim, Moore, Broy, Kearney, and Liebl  
Nays: None  
Absent: None  
Motion passed.

**ADMINISTRATIVE ITEMS**

ADMINISTRATIVE ITEMS

RESOLUTION PROVIDING FOR THE ISSUE OF NOT TO EXCEED \$17,500,000 GENERAL OBLIGATION SCHOOL BONDS FOR THE PURPOSE OF IMPROVING THE SITES OF, BUILDING AND EQUIPPING ADDITIONS TO, AND ALTERING, REPAIRING AND EQUIPPING SCHOOL BUILDINGS OF THE DISTRICT PROVIDING FOR THE LEVY OF A DIRECT ANNUAL TAX SUFFICIENT TO PAY THE PRINCIPAL AND INTEREST ON SAID BONDS, AND AUTHORIZING THE EXECUTION OF THE BOND PURCHASE AGREEMENT WITH RAYMOND JAMES AND ASSOCIATES, INC., IN CONNECTION WITH THE PROPOSED SALE OF SAID BONDS.

Rob Grossi explained that the Finance Oversight and Review Committee (FORC) considered when to issue the second half of the bonds. It was noted that interest rates are very low right now. Grossi reported that Elizabeth Hennessey from Raymond James will address the Board on this topic during the November 26, 2019 Board meeting. During that meeting, the Board will be asked to vote to begin the bond sale process.

**CONCLUDING ITEMS**

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**BOARD REMARKS**

Interest was expressed in hearing about the status of the security cameras. Dr. Kelley reported that most of the cameras are located along the exteriors of the elementary schools. The middle schools have cameras in the lunchrooms and hallways. It was noted that most entrances now have card access available.

**AGENDA MAINTENANCE**

The draft agenda for November 26, 2019 was reviewed. The Board agreed that since this meetings falls on the eve of a holiday weekend that they will start the meeting at 6 p.m.

Member Spurlock left the meeting at 12:43 p.m.

**EXECUTIVE SESSION**

EXECUTIVE SESSION

Moore moved, seconded by Kearney that the Board move into executive session for the purpose of Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Specific Employees or Legal Counsel for the District 5 ILCS 120/2(C)(1) at 12:46 p.m.

Ayes: Moore, Kearney, Breymaier, Liebl, Kim, and Broy  
Nays: None  
Absent: Spurlock  
Motion passed

**OPEN SESSION**

OPEN SESSION

Breymaier moved, seconded by Moore that the Board move into Open Session at 2:04 p.m. All members of the Board were in agreement.

**ADJOURNMENT**

There being no further business to conduct, Vice President Kim declared the meeting adjourned at 2:04 p.m.

ADJOURNMENT

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Board President

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Board Secretary