

**Official Minutes of the  
Oak Park Board of Education District 97  
260 Madison Street, Oak Park, Cook County, Illinois  
January 7, 2020 Meeting**

President Broy called the meeting to order at 6:30 p.m.

Present: Broy, Breymaier, Spurlock, Moore, Kim and Liebl (6:31 p.m.) and Kearney (6:33 p.m.)  
Absent: None  
Also Present: Superintendent Dr. Carol Kelley, Assistant Superintendents of Human Resources Gina Herrmann, Director of Communications Amanda Siegfried, Chief Academic and Accountability Officer Eboney Lofton, Senior Director of Equity Carrie Kamm, Senior Director of Technology Michael Arensdorff, Senior Director of Buildings and Grounds Jeanne Keane, Consultant Rob Grossi, and Board Secretary Sheryl Marinier.

ROLL CALL

**EXECUTIVE SESSION**

Spurlock moved, seconded by Breymaier 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), Other Student Matters 5 ILCS 120/20(C)(10), Pending Litigation 5 ILCS 120/2(C)(11) at 6:30 p.m.

EXECUTIVE  
SESSION

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

OPEN SESSION

**OPEN SESSION**

Breymaier moved, seconded by Kim that the Board move into Open Session at 6:47 p.m. All members of the Board were in agreement. The Board reconvened in Open Session at 7:00 p.m.

**MAKING MY D97 BETTER AWARD**

Amanda Siegfried introduced the My D97 campaign and the My D97 Better Award. The monthly award is meant to recognize individuals who make the schools better.

MAKE MY D97  
BETTER  
AWARD

Custodian Charlie Kane, the interim Engineer at Lincoln Elementary School was the December 2019 award winner and was recognized for his outstanding service to the district. Siegfried read one of the recommendations for Kane, and shared a video from Lincoln School acknowledging Kane's efforts.

This will be a monthly activity that will be shared with the Board.

**PUBLIC COMMENT**

None

PUBLIC  
COMMENT

**SPECIAL REPORTS**

**REVIEW OF THE PARAMETERS BOND RESOLUTION**

Rob Grossi came to the table with Liz Hennessey from Raymond James. Grossi noted that as an outsider, he can see all the great work that the district is doing, and he is impressed with the operations of the district.

SPECIAL  
REPORTS

Grossi reminded the Board that in July, 2019, the Finance Oversight and Review Committee (FORC) talked about how to use the remaining piece of the referendum bonds. Their discussion was around the timing of the bond issues, debating if the sale should occur sooner to take advantage of the historically low interest rates, or wait until summer when the funds were actually needed. The FORC committee agreed to move forward with selling the bonds sooner and made that recommendation to the Board in February 2019.

## REVIEW OF THE PARAMETERS BOND RESOLUTION (Continued)

Hennessey explained that the District considered a parameters bond resolution authorizing the issuance of the remaining \$27,500,000 general obligation school building bonds authorized by the voters in April of 2017 at its November 26, 2019 Board meeting. The District issued \$27,890,000 par amount of bonds in February of 2020 resulting \$30,000,000 of bond proceeds. Therefore, of the \$57,500,000 authorized, proceeds of \$27,500,000 remains to be issued. The parameters resolution authorizes the District to proceed with the bond sale within certain financial parameters with no further Board action and based upon final approval by Board delegates; the Board President and the Director of Finance. The parameters include a repayment of bonds through January 1, 2030 with a maximum levy of \$3,300,000, maximum principal amount of \$3,200,000 and maximum coupon rate of 5.0 percent. The proposed financing schedule allows for the final bond sale to occur in either December 2019 or January 2020 based on market conditions. In order to access the 2019 tax levy for debt service the bond issue must be completed and closed prior to February 28, 2020. The proposed debt structure extends the annual payments at the same level as the Series 1999B Bonds which matured in the 2017 levy year and is consistent with the referendum message.

Hennessey noted that interest rates are at a historically low amount, and that the district has a double A2 rating, which is very good.

Board comments included interest in knowing what the percentage will mean to the taxpayers.

Concern was expressed about feedback from last year that suggested that the district should have considered other brokers before using Raymond James, suggesting that there might be a better option available. Grossi told the Board that as the financial advisor to the district, he supports the use of Raymond James, noting that the firm has a stellar record. He also told the Board that when completing a two-step process, as the Board is doing, it makes sense to use the same advisor for both sales. Grossi also suggested that because Raymond James has offices in Oak Park, he feels even more comfortable that they would find the best yield possible for a school district within their own community.

## SY20 SUMMER CAPITAL PROJECTS

Jeanne Keane, Jennifer Costanzo from STR Architects, and Peter Kuhn from Bulley and Andrews came to the table. Peter reported that the Lincoln construction project is expected to come in at \$2,031,129 below the budgeted amount, and Longfellow is expected to come in at \$504,982 under budget. The final elevator issues at Longfellow are being resolved and should be completed in the near future.

For the summer of 2020, the district will continue to work with STR Architects and Bulley and Andrews on several different projects as described below. The bid documents for the entire package will be ready this coming Friday. The Board expressed interest in holding a special Board meeting on February 3, 2020 to meet with the Facilities Advisory Committee (FAC), where the bids will be reviewed. The bids will return to the Board for approval during the regularly scheduled Board meeting on February 18, 2020.

It was noted that the FAC committee prioritized the summer 2020 work which will affect five schools (Brooks, Julian, Hatch, Irving and Mann) at a total cost of \$16,333,960. This expense will be paid for out of the capital referendum dollars.

### Julian Middle School - Life safety improvements

- Replace asphalt parking lot at Ridgeland Avenue
- Replace roofing over cafeteria, stage, auditorium, and gymnasium
- Replace temperature control system
- Replace intercom/PA system in accordance with the district's safety and security requests

### Brooks – Life Safety Improvements

- Replace temperature control system
- Replace Intercom/PA system in accordance with the district's safety and security requests

### Hatch – Life Safety Improvements

- Replace damaged doors and door hardware
- Replace emergency lighting

#### SY20 SUMMER CAPITAL PROJECTS (Continued)

- Replace switchgear (water damaged equipment)
- Replace third floor unit ventilators (will provide heating and cooling)

#### Hatch – Educational Improvements

- Renovate Media Center to Library Learning Commons
- Provide a STEAM Lab
- Relocate Speech Office to first floor

#### Hatch – Accessibility Improvements

- Provide wheelchair lift to stage level
- Renovate (1) toilet room per gender per floor to meet ADA requirements

#### Irving – Life Safety Improvements

- Replace damaged doors and door hardware
- Masonry repairs at exterior walls
- Replace emergency lighting
- Provide new Exhaust fans
- Provide plumbing upgrades to meet current code requirements
- Replace third floor unit ventilators (will provide heating and cooling)

#### Irving – Educational Improvements

- Renovate Media Center to Library Learning Commons
- Provide a STEAM Lab
- Convert storage rooms at first floor to office space

#### Mann - Life Safety Improvements

- Replace damaged doors and door hardware
- Replace emergency lighting and exit signage
- Provide plumbing upgrades to meet current code requirements
- Replace third floor unit ventilators (will provide heating and cooling)

#### Mann - Educational Improvements

- Renovate Media Center to Library Learning Commons
- Provide a STEAM Lab
- Convert locker room space on first floor to instruction

#### Mann - Accessibility Improvements

- Provide wheelchair lift to state level
- Renovate (1) toilet room per gender per floor to meet ADA requirements
- Provide Area of Rescue Assistance at stairwells

Kuhn acknowledged the very tight timeframe for these projects, but explained that the timeline is doable. He assured the Board that there will be a person overseeing the process. Dr. Kelley recommended that the calendar committee consider delaying the start of the school year, which would give the construction team a little more time to complete the projects.

Board comments included a suggestion to purchase some of the materials that will be needed for the 2021 summer projects at Whittier and Beye at the same time the supplies are purchase for this year's projects, with the thought of saving on inflation costs. Although Kuhn acknowledged that the material costs will increase by next summer, he indicated that technology will change as well. He recommended waiting to make that purpose.

Interest was expressed in knowing if the roofs will be strong enough to support solar panels. Kuhn indicated that parts of the roofs would be able to support that kind of weight.

## SY20 SUMMER CAPITAL PROJECTS (Continued)

Interest was expressed in knowing the life expectancy of the repairs. Keane explained that the repairs can last a very long time as long as preventative maintenance is completed routinely.

The Board agreed to meet with the FAC committee on February 3, 2020 to review the bids and talk through the projects again. It was suggested that the community be made aware of the meeting, and it was suggested that the principals and the PTOs be encouraged to attend.

The Beye School 2021 summer improvements and floor plan were shared. The Board was reminded that an elevator has been proposed and ramps that will provide access to each floor. Ventilators and a STEAM Lab are also included in those plans.

### **ACTION ITEMS**

ACTION ITEMS

#### **3.1.1 APPROVAL OF MINUTES FROM THE DECEMBER 5, 2019 SPECIAL BOARD MEETING**

Breymaier moved, seconded by Moore, that the Board of Education, District 97, approve the revised minutes from the December 5, 2019 Special Board meeting.

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

#### **3.1.2 APPROVAL OF MINUTES FROM THE DECEMBER 10, 2019 BOARD MEETING**

Breymaier moved, seconded by Kim, that the Board of Education, District 97, approve the revised minutes from the December 10, 2019 Board meeting.

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

#### **4.2 APPROVAL OF THE CONSENT AGENDA**

Breymaier moved, seconded by Kim, that the Board of Education, District 97, approve the revised consent agenda. Policy 7:270 (Administering Medicines to Students), and Policy 8:30 (Visitors to and Conduct on School Property) were removed from the list.

##### 4.2.1 Approval of Bill List

##### 4.2.2 Personnel

##### 4.2.3 Policy Adoption

- Policy 2:20 (Powers and Duties of the School Board; Indemnification)
- Policy 2:70 (Vacancies on the School board – Filling Vacancies)
- Policy 2:70-E (Checklist for Filling Board Vacancies by Appointment)
- Policy 2:100 (Board Member Conflict of Interest)
- Policy 2:110 (Qualifications, Term, and Duties of Board Officers)
- Policy 2:200 (Types of School Board Meetings)
- Policy 2:220-E2 (Motion to Adjourn to Closed Meetings)
- Policy 2:260 (Uniform Grievance Procedure)
- Policy 3:40-E (checklist for the Superintendent Employment Contract Negotiation Process)
- Policy 4:15 (identity Protection)
- Policy 4:30 (Revenue and Investments)
- Policy 4:40 (Debt Management)
- Policy 4:60 (Purchases and Contracts)
- Policy 4:80 (Accounting and Audits)
- Policy 4:150 (Facility Management and building Programs)
- Policy 5:10 (Equal Employment Opportunity and Minority Recruitment)

Policy 5:20 (Workplace Harassment Prohibited)  
Policy 5:20-E (Resolution to Prohibit Sexual Harassment)  
Policy 5:30 (Hiring Process and Criteria)  
Policy 5:90 (Abused and Neglected Child Reporting)  
Policy 5:100 (Staff Development Program)  
Policy 5:120 (Employee Ethics; Conduct; and Conflict of Interest)  
Policy 5:200 (Terms and Conditions of Employment and Dismissal)  
Policy 5:220 (Substitute Teachers)  
Policy 5:250 (Leave of Absence)  
Policy 5:290 (Employment Termination and Suspensions)  
Policy 5:330 (Sick Days, Vacation, Holidays and Leaves)  
Policy 6:20 (School Year Calendar and Days)  
Policy 6:60 (Curriculum Content)  
Policy 6:150 (Home and Hospital Instruction)  
Policy 7:150 (Agency and Policy Interviews)

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

#### **4.3.1 APPROVAL OF BUDGET AUTHORITY**

Moore moved, seconded by Kearney, that the Board of Education, District 97, authorizes the Superintendent of Schools to commence the preparation of the 2020-2021 budget in accordance with the proposed timeline as presented.

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

#### **4.3.2 APPROVAL OF FOOD SERVICE AND STUDENT REGISTRATION FEES**

Spurlock moved, seconded by Kearney, that the Board of Education, District 97 approves the Student Registration Fees and Lunch Fees as presented.

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

#### **4.3.3 APPROVAL OF DEPOSITORIES AND SIGNATORIES**

Moore moved, seconded by Kim, that the Board of Education, District 97, approves the depositories and signatories as presented.

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

#### **4.3.4 APPROVAL OF SUMMER PROGRAMMING 2020 RECOMMENDATION**

Kim moved, seconded by Spurlock, that the Board of Education, District 97, adopt the Summer Launch Program for the summer of 2020, not to exceed \$118,000 as presented on December 10, 2019.

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

#### 4.3.5 **APPROVAL OF BEYE ACCESSIBILITY PLAN**

Liebl moved, seconded by Kearney, that the Board of Education of Oak Park District 97 approve the Beye Renovation Accessibility Update in the amount of \$4,983,293 that was presented on November 26, 2019.

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

Nays: None

Motion passed.

#### 4.3.6 **RESOLUTION PROVIDING FOR THE ISSUE OF NOT TO EXCEED \$27,500,000 GENERAL OBLIGATION SCHOOL BONDS, SERIES 2020, FOR THE PURPOSE OF IMPROVING THE SITES OF, BUILDINGS 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 A BOND PURCHASE AGREEMENT WITH RAYMOND JAMES AND ASSOCIATES, INC., IN CONNECTION WITH THE PROPOSED SALE OF SAID BONDS.**

Kearney moved, seconded by Breymaier, That the Board of Education of Oak Park District 97 approve the resolution to providing for the issue of not to exceed \$27,500,000 General Obligation School Bonds, Series 2020, 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 a Bond Purchase Agreement with Raymond James & Associates, Inc., in connection with the proposed sale of said bonds.

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

Nays: None

Motion passed.

#### **BOARD ASSIGNMENTS**

BOARD ASSIGNMENTS

STANDING BOARD COMMITTEE LIAISON REPORT FOLLOW UP (as needed – FAC, FORC, CCE and CLAIM)

Finance Oversight and Review Committee (FORC)

The next FORC meeting is scheduled for January 29, 2020. The bond sale will be discussed at that time.

Committee for Community Engagement (CCE)

The CCE is scheduled to meet on January 13, 2020.

The Board members were asked to share ideas of work for this committee. LobbyGuard was suggested as a possible topic, but Siegfried explained that the principals are already handling a lot of the communications on this topic.

It was suggested that the committee might have some procedural needs due to the recent changeover in the committee leadership.

#### **CLAIM**

It was reported that this committee has not met since the last Board meeting, but the committee secretary will send out the next meeting date.

INTERGOVERNMENTAL LIAISON REPORT FOLLOW UP (as needed – IGOV, PTO council, CEC, OPEF, Community Council, Tri-Board on Equity, Policy, and Self-Evaluation)

#### **IGOV**

Members Spurlock and Breymaier attended the last meeting of IGOV. It was reported that this group talked about the TIF. The next meeting is a forum scheduled for February 1, 2020. The topic is the future of taxation.

The Park District was acknowledged for their communication efforts around the cuts that will be necessary due to the expiration of the TIF.

#### Oak Park Education Foundation (OPEF)

This group will be meeting next Wednesday. Save the date information has been sent out for their summer camp. It was noted that the location for this camp will probably be Beye Elementary School.

#### Community Council

This group is scheduled to meet this Thursday, where they will be talking about the racial equity policy update.

#### Policy Committee

It was explained that the district's head nurse contacted the Policy Committee with concerns about some of the new PRESS recommended updates related to cannabis. She expressed concern that the changes could affect the nurses' licensure. The committee is hoping that she can talk with counsel and Dr. Kelley to sort out her concerns before the Board moves forward with the three policies in question (pulled from consent agenda this evening).

#### BOARD RETREAT FOLLOW-UP

##### DISCUSSION – AGREE ON PRIORITY IDEAS FROM BRAINSTORMING LIST

Member Kearney talked about the need for a framework for better decision making and referenced a couple frameworks that could be considered by the Board. He reminded the Board that they talked about digging deeper into some topics during the report portion of the meetings, and he shared a list of specific topics to be considered (below). It was suggested that identifying the topics now and assigning them to meetings in the later part of the school year would give administration plenty of time to prepare reports for each item. The Board was reminded that last year, they began meetings early (around 5:30 p.m.) to engage in this type of reporting, with the regular meeting scheduled afterwards.

- Deeper dive into culture and climate, focusing on discipline
- Racial Equity analysis tool, deeper dive, how it is being used? Examine practice. Include one or two examples/case studies of how racial equity impact analysis was applied to a decision-making process.
- Workforce equity – workforce diversity, is it in line with the student population? In addition to looking at teacher demographics compared to student demographics, what strategies are we using to advance workforce equity and with what results to date?
- IB and Reauthorization
- Use of Technology
- Data sharing with Collaboration for Early Childhood and District 200, and what does it look like, and how to make a smoother transition for parents. What does the data look like and how are we using it?

The criteria for the reports would include;

- Proposed actions with significant costs attached to them
- Actions that affect a significant number of kids or people in the district in a meaningful way
- Action that expect to generate a lot of community reaction based on what we know from the past
- Actions that have a significant impact on our equity priorities
- Cost
- Number of schools and students affected

##### DISCUSSION – IDENTIFY ONE IDEA TO PLAN A LISTENING SESSION

It was noted that District 200 held a community event called “Dinner and Dialog”, and it was suggested that District 97 consider hosting something similar.

Interest was expressed in hosting an event that would allow people the ability to express their concerns around discipline, grades, and/or culture and climate, noting that some community members felt like they were just being talked at during events held in the past. Discussion took place about how to frame a session like that, and it was suggested that the CCE committee might be able to support the Board with this initiative.

Board member “office hours” were suggested as a way for community members to voice their concerns in a more intimate setting.

#### DISCUSSION – IDENTIFY ONE IDEA TO PLAN A LISTENING SESSION (Continued)

One Board member expressed support for the Parent University, but expressed concern that there were not many parents in attendance. Interest was expressed in understanding why people did not attend, and knowing if those in attendance found the event useful. Interest was expressed in knowing if there is a way to do more marketing of events. It was suggested that having teachers encourage attendance or waiting for better weather might increase attendance.

Members Moore and Breymaier offered to reach out to the Committee for Community Engagement (CCE) and ask them to give the Board training on how to host a successful listening session.

#### IDENTIFY SPECIAL MEETING DATES (QUARTERLY) TO REFLECT ON WHAT THE BOARD LEARNED FROM LISTENING SESSIONS AND BEGIN “EQUITY STRATEGY DEVELOPMENT”

President Broy offered a few options for future Board retreats and the Board members shared their thoughts.

- Invite Monica Rosen back
- Invite someone from IASB
- Invite a different consultant to finish Monica’s work

#### Board member thoughts

- The Board members could start some of the reflection questions at home on our own time
- The Board could bring Monica Rosen back, but be clear about time availability
- Maybe a different facilitator would work differently?
- If we keep switching facilitators, there is no continuity
- The Board may need to be more specific about what they want from a retreat
- The Board could consider choosing three threads that they would like to work on
- Could Monica Rosen lead a retreat for three hours on a Friday and four hours on a Saturday to accomplish the goal?

#### DISCUSSION ON “NORMS” LIST: LEAD WITH LISTENING AND PRACTICING “HOST” LEADERSHIP IN SERVICE OF THE D97 VISION (NEP)

It was reported that President Broy and member Kearney will be the liaisons for this work. It was suggested that the CCE committee may have a model for use in this work, and it was suggested that the CCE be asked how to encourage thoughtful engagement with the community and cabinet.

#### **CONCLUDING ITEMS**

CONCLUDING ITEMS

##### **BOARD REMARKS**

Dr. Kelley reported that she sent the notes from the session with Performance Fact to the Board members for review, and noted that Mutiu Fagbayi from Performance Fact has offered to meet with the Board again on February 4, 2020. It was agreed that the February 4, 2020 Board meeting should begin early to accommodate this request and that the executive session should be moved to the end of the meeting. Interest was expressed in assuring that this session connects with the previous one.

##### **AGENDA MAINTENANCE**

The draft agenda for January 21, 2020 meeting was reviewed.

Interest was expressed in knowing how the curriculum supports Black History month and other significant months.

#### **ADJOURNMENT**

ADJOURNMENT

There being no further business to conduct, President Broy declared the meeting adjourned at 9:18 p.m.

\_\_\_\_\_  
Board President

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Board Secretary