

**Official Minutes of the
Oak Park Board of Education District 97
260 Madison Street, Oak Park
April 15, 2021 Board Meeting**

This meeting was held in-person and virtually using Zoom during the time of the Coronavirus pandemic. One or more of the board members met in-person and everyone else were virtual.

Vice President Kim called the meeting to order at 7:33 p.m.

ROLL CALL

Present: Spurlock, Kearney, Kim, Moore, Liebl

Absent: Breymaier and Broy

Also Present: Venus Hurd Johnson, Nancy Ross, Jeremy Duffy, Amanda Siegfried, Senior Director of Technology Michael Arensdorff, Senior Director of Equity Carrie Kamm, Patricia Viniard, IASB, Board Secretary's Sheryl Marinier and Lonya Boose

PUBLIC COMMENT

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Member Spurlock read the following public comment aloud.

I recognize this email may be past due but I am hoping my voice will be heard for a second time.

I am feeling mentally exhausted, disheartened and angered by the recent updates on Patrick McAndrew. I have worked as a paraprofessional since 2011. I have worked in many settings. I have taken part of legal depositions, have had the tactic of gaslighting used on me and wronged in districts when I was younger when I did not know how to defend myself.

However, this subject is about a kind man who had repeatedly had to defend himself against the mere desire to assure his family's safety. I witnessed last year, his dire concern for his family when he could not get to them before the airports closed. I do not think he should be punished and terminated after his position was secured just weeks ago.

He is one of the most compassionate and caring people I know. What are we teaching our students, our younger community members, when he still "loses" in the end of all this? A man who wants to provide for himself, his family and for his current students. I have never met a man who teaches with such integrity.

Frankly the whole of Oak Park should be ashamed of themselves. This is unjust treatment.

-Julie Macino

BOE TRAINING

OPEN SESSION

Patricia Viniard IASB, Illinois Association of School Boards: Explained the process of selecting an Interim Superintendent. Examples of options include two Interim choices. Many candidates are retired, and can work a specific number of hours while retired. Interim Candidates that best fit the needs of this position would need to demonstrate the ability to put in 1. Time, 2. Be Flexible, 3. Demonstrate the Attitude and Commitment towards Problem Solving, 4. Willingness to Do Hard Things, 5. Have Illinois

school experience. Closed session will have in detail, some examples of candidates that will meet the specific needs of District 97 and the approximate cost if the board decides to use IASB Search Firm. IASB has over 300 years of combined consulting experience and 50 Years of search experience. IASB advertises nationally via IASB, IASA, NASS, AASA, Top Schools and more.

Search Fees, are based on the district's enrollment. The standard search fee is \$9,900. The actual fee will be based on recommended add-on options. The first step is to designate a Search Coordinator, who will facilitate and assist the school board in establishing a timeline and survey. The Coordinator would also interview Board Members, Administer online surveys to faculty and staff, parents and community. Other options include, conducting focus groups with stakeholders to gather perceptions and insights to better inform you in this process. IASB will also assist with building a candidate profile, drafting a tailored announcement of this vacancy, and widely disseminate announcements to solicit applicants for the position.

IASB will also give the board guidance on appropriate compensation packages, collect applications and verify candidate qualifications and licensure. IASB analyzes applications, verify references and conduct limited background inquiries. Optional package options include, having IASB conduct background checks. The firm will make sure the District 97 school board is following protocols and consistent with format, for both First and Final Round Interviews as well as any site visits. Lastly, IASB search firm will provide post-search Board of Education and Superintendent workshops with IASB Field Services Director.

Optional additional services, if chosen, could bring the total cost of this package to approximately \$17,400. This total cost will provide supplement to staff and community, augment IASB screening and reference checks, ensure stakeholder interviews with each finalist is consistent and follow best practices, use standard advertising for interviews and provide resources to guide the process.

Why Choose IASB, this firm has 100% retention rate, statement of assurance, national presence, experience in Illinois from 2009-2020 along with participation from 76 different countries with 286 school districts served.

Board Member Comments: This board is committed to a robust search. We have an important decision to make for both our Schools and the Community. The Board wants to complete this search in a way that will allow all the voices of Oak Park to weigh in on the decision process. This potential direction seems to be a faster process, but we are committed to making sure we have a Superintendent that demonstrates experience in both Equity and Diversity. A good interim candidate recognizes that they are Interim, but will also come in willing to make the tough decisions, knowing this is only temporary.

Board Member Comments: Thank You for your time and the content of information you have shared with us tonight.

Board Member Comments: In your presentation, you mention retention rates at 80% do you know what the current rates are? Do you have current data on this information?

Board Member Comments: I would also like some clarification on retention rate?

Board Member Comments: IASB seems to have an extensive record, do you know if Oak Park has utilized this firm in the past?

Presenter Patricia Viniard Comments: I joined the Firm in 2019 and I don't have that information, but will do some research and get back to this Board with additional data.

Board Secretary Comments: Over the past 13 years, we have used different Search Firms, but not this Firm Specifically.

EXECUTIVE SESSION

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Kim moved, seconded by Kearney that the Board move into executive session for the purpose of Appointment, Employment, or Legal Counsel for the District 5 ILCS 120/2(C)(1), at 8:10 p.m.

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

OPEN SESSION

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Spurlock motioned that the board move into Open Session at 9:09 p.m. The motion was seconded by Liebl. All members of the Board were in agreement. The Board reconvened in Open Session at 9:09 p.m.

ADJOURNMENT

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Kim moved, seconded by Kearney that the meeting be adjourned. There being no further business to conduct, Vice President Kim declared the meeting adjourned at 9:10 p.m.

Board President

Board Secretary