

**Official Minutes of the
Oak Park Board of Education District 97,
970 Madison Street, Oak Park, Cook County, Illinois
Meeting April 8, 2014**

President Spatz called the meeting to order at 6:02 p.m.

Present: Spatz, Gates, Sacks, Felton, O'Connor, Brisben and Traczyk
Absent: None
Also Present: Superintendent Dr. Al Roberts, Assistant Superintendent for Finance and Operations Therese O'Neill, Director of Policy, Planning and Communications Chris Jasculca, Director of Special Education Mike Padavic, Director of HR Steve Cummins and Board Secretary Sheryl Marinier

ROLL CALL

EXECUTIVE SESSION

Traczyk moved, seconded by O'Connor, that the Board of Education move into executive session at 6:02 p.m. to discuss (Appointment, Employment, Compensation, Discipline, Performance or Dismissal of Specific Employees, 5 ILCS 120/2(c)(1), Purchase or Lease of Real Property, 5 ILCS 120/2(c)(5), Collective Negotiations, 5 ILCS 120/2(c)(2)). Roll call vote.

EXECUTIVE SESSION

Ayes: Traczyk, O'Connor, Sacks, Felton, Gates, Brisben, and Spatz
Nays: None
Absent: None
Motion passed.

OPEN SESSION

Gates moved, seconded by O'Connor, that the Board of Education move into open session at 6:54 p.m. All members of the Board were in agreement.

OPEN SESSION

The meeting was reconvened at 7:00 p.m.

SPECIAL REPORTS

FORC UPDATE

This topic will be scheduled during a future meeting.

SPECIAL REPORTS

PUBLIC COMMENT

Adrienne Eyer, an Oak Park resident, who has two daughters at Mann School, questioned the principal evaluation process and asked for clarification. She expressed concern that Mann School has lost two principals in a very short time, and she is trying to understand the process used by the state and the district to make such decisions. She shared her understanding of the process and explained that it seems unusual to her, for the superintendent to not personally perform the principal evaluations. Eyer requested written response to confirm if her research about training requirements is correct, and to confirm the date in which Dr. Roberts became eligible to evaluate principals in the State of Illinois and District 97. Assuming that Dr. Roberts is eligible to evaluate principals in the State of Illinois and District 97, she questioned why Dr. Roberts does not take the responsibility to personally evaluate the principals. Additionally, she questioned if the performance goals tied to Dr. Roberts' contract require him to evaluate principals? Eyer acknowledged that ten (10) principal evaluations per year might be really time consuming, therefore, asked if Dr. Roberts performed a percentage of evaluations each year. If so, what percentage of principal and assistant principal evaluations did Dr. Roberts perform in the 2012-2013 and 2013-2014 school years?

PUBLIC COMMENT

PUBLIC COMMENT (Continued)

Michelle Johnston, an Oak Park resident, and parent of two children at Mann School, commented on the Consortium for Educational Change (CEC) system assessment. She noted that the next steps identified within the report seem reasonable, and requested written response to the following questions;

How will the superintendent evaluation and/or Board self-evaluation processes refer back to the report's recommended next steps of a Focus on Learning, Collaborative Culture and Results Orientation?

What goals, objectives and timelines were set, and how is the progress towards those assessed with respect to those recommendations?

We have seen communications about steps that have been taken, such as adopting of Common Core standards, and teachers using planning time for it, but how do we know that those steps are effective at addressing the questions that were raised in the report?

If this report's findings are not being used to guide the district, why was it commissioned and what, in the absence of a strategic plan or other publicly released roadmap, are the district's guiding goals, objectives and timelines, and how is progress towards those assessed?

ACTION ITEMS

ACTION ITEMS

2.4.2 Acceptance of Audit Recommendation

Gates, moved, seconded by Traczyk, that the Board of Education, District 97, enter into a three-year contract with McGladrey, LLP for fiscal years audits 2014, 2015 and 2016 as outlined in the attached memorandum to the Superintendent of Schools dated March 18, 2014, at the defined fees of \$53,500 (FY 2014), \$54,850 (FY 2015), and \$56,200 (FY 2016).

Ayes: Gates, Traczyk, Sacks, Felton, O'Connor, Spatz, and Brisben
Nays: None
Motion passed

Therese O'Neill came to the table with McGladrey representatives Brian Guastella and Kelly Kirkman. O'Neill noted that the district signed an agreement with McGladrey, LLP six years ago. In concert with the Board's policy to review contracts after five years, an RFP process was followed. McGladrey, LLP was identified as the best firm for the district. With that in mind, Kelly Kirkman will be assigned as the principal to represent District 97.

2.2.1 Approval of Minutes from the March 18, 2014 meeting

Traczyk moved, seconded by Gates, that the Board of Education, District 97, approve the revised minutes from the March 18, 2014 meeting.

Ayes: Traczyk, Gates, Sacks, Felton, O'Connor, Spatz, and Brisben
Nays: None
Motion passed.

2.2 Approval of Consent Agenda

Traczyk moved, seconded by Felton, that the Board of Education, District 97, approve the consent agenda as presented to the Board.

- 2.2.1 Minutes from the March 13, 2014 special meeting
- 2.2.2 Minutes from the March 15, 2014 special meeting
- 2.2.3 Minutes from the March 31, 2014 special meeting
- 2.2.4 Bill List

Approval of Consent Agenda (Continued)

2.2.5 Personnel Action

2.2.6 Revised CLAIM Charge

2.2.7 Revised FAC Charge

Ayes: Traczyk, Felton, Sacks, O'Connor, Spatz, Gates, and Brisben

Nays: None

Motion passed.

2.3.1 Non-Reemployment of First, Second or Third Year Probationary Teachers

Sacks moved, seconded by Traczyk, that the Board of Education, District 97, approve and adopt the resolution to dismiss the probationary teachers listed in the attached resolution at the end of the 2013-2014 school terms.

Ayes: Sacks, Traczyk, Gates, Felton, O'Connor, Spatz, and Brisben

Nays: None

Motion passed.

2.3.2 Dismissal of Fourth Year Probationary Teachers

This item was removed from the agenda.

2.3.3 Non-Reemployment and Reemployment of Partial Assignment Teachers

Traczyk, moved, seconded by Sacks, that the Board of Education, District 97, approve and adopt the resolution to dismiss and re-employ the partial assignment teachers listed in the attached resolution at the end of the 2013-14 school term.

Ayes: Traczyk, Sacks, Felton, Gates, O'Connor, Spatz, and Brisben

Nays: None

Motion passed.

2.3.4 Resolution of Honorable Dismissal of Educational Support Personnel

Traczyk, moved, seconded by O'Connor, that the Board of Education, District 97, approve and adopt resolution "A" authorizing notice of termination of employment at the end of the school year and non-renewal of employment in the 2014-2015 school year to the educational support employees listed on the following page.

Ayes: Traczyk, O'Connor, Sacks, Felton, Gates, Spatz, and Brisben

Nays: None

Motion passed.

2.3.5 Notice of Remedial Warning

Gates, moved, seconded by Sacks, that the Board of Education, District 97, adopt the resolution authorizing issuance of a Notice of Remedial Warning to tenured teacher, Joseph Gray.

Ayes: Gates, Sacks, Traczyk, Felton, O'Connor, Spatz, and Brisben

Nays: None

Motion passed.

2.3.6 Acceptance of Settlement Agreement and General Release

Felton, moved, seconded by Sacks, that the Board of Education, District 97, accept the resignation agreement and general release of fourth year probationary teacher, Nicole Ricchio.

Acceptance of Settlement Agreement and General Release (Continued)

Ayes: Felton, Sacks, Traczyk, Gates, O'Connor, Spatz, and Brisben

Nays: None

Motion passed.

2.3.7 Acceptance of Settlement Agreement and General Release

Gates, moved, seconded by Sacks, that the Board of Education, District 97, accept the settlement agreement and general release of tenured teacher, Joseph Gray.

Ayes: Gates, Sacks, Felton, Traczyk, O'Connor, Spatz, and Brisben

Nays: None

Motion passed

2.4.1 Acceptance of Furniture Bid

Traczyk, moved, seconded by Felton, that the Board of Education, District 97, authorize award of contract for Phase 3 of the Classroom Furniture referendum project to Lowery McDowell in the total amount of \$954,847.70 (inclusive of the \$32,000 allowance for furniture removal) as outlined in the memorandum to the Superintendent of Schools dated March 18, 2014.

Ayes: Traczyk, Felton, Sacks, Gates, O'Connor, Spatz, and Brisben

Nays: None

Motion passed

COMMITTEE / WORK GROUP REPORTS

COMMITTEE /
WORK GROUP
REPORTS

POLICY REVIEW UPDATE

It was reported that the policy that FORC shared with the policy committee will be returned to FORC for a second review.

FINANCIAL UPDATE (FORC)

The committee has been working on several items and a meeting is scheduled in the near future.

LEGISLATIVE COMMITTEE UPDATE (C.L.A.I.M.)

The CLAIM committee will be meeting next Thursday. One new member will be joining the group.

The district has been in communication with Districts 90 and 200 regarding the data equity letter to be sent to Senators Harmon and Lightford. This letter should be mailed sometime next week.

The committee is reviewing two data bills that are being considered by the state. It was noted that Senator Harmon is aware of the bills, and there is no concern about them impeding the district's efforts in this area.

CLAIM will be asked to review the bill for new funding, especially regarding the PTEL adjustment.

FACILITIES UPDATE (FAC)

O'Neill and Jennifer Costanzo (STR) came to the table. They updated the Board on the bid process for the additional summer work and installation of the unit vents.

O'Neill noted that two special education classrooms will be moved to Whittier School after the school is completely ADA accessible.

FACILITIES UPDATE (Continued)

O'Neill noted that the unit vent installation only received one bid. She noted that the estimate was much higher than the one proposal submitted by Henry Brothers. She reported that Henry Brothers has worked with STR in the past. She noted that FAC will review the construction documents on April 15 and this item will come to the Board for approval on April 29, 2014. O'Neill will talk to the principals about next steps for updating the community.

Member Brisben reported on the plan to capture data once the units are installed. O'Neill reported that the plan will be shared with the FAC committee for consideration. She noted that the district is already collecting data and noted that every classroom will have sensors for this purpose. She reported that STR recommended maintaining the original sensors in an effort to not distort the data. It was noted that, at this time, plans are in place to collect temperature and humidity data. Ways to assess audio data are being considered.

O'Neill reported that two construction companies submitted bids for the accessibility work at Whittier School and the small projects scheduled at Beye, Mann and Irving Schools. She noted that the Whittier project will be paid for using Medicaid (this years and next) funds, and the IDEA grant. The three small projects will be funded by the Life Safety Fund. O'Neill noted that the bid came in at \$1,000,000 less than the estimate. This item will be reviewed by the FAC Committee on April 15, 2014, and return to the Board for approval on April 29, 2014. The completion date for these projects is August 15, 2014.

SUPERINTENDENT EVALUATION UPDATE

It was reported that the new Superintendent Evaluation tool is ready to go, and a date to complete the evaluation was requested. Additionally, it was noted that the performance piece could be ready by the April 29, 2014 meeting. It was suggested that this piece be completed in late May, as the MAP data would be compiled by that time. April 29, 2014 was identified as the date to review the bonus tool and May 27, 2014 to review the preliminary review of the superintendent's evaluation.

MADISION STREET PROPERTIES UPDATE

President Spatz and member Sacks met with Bob Hedges, the interim Director of the Oak Park Development Association about possible locations for the administration building.

CAPITAL EXPENDITURE PLAN UPDATE

Member Brisben reported that approximately 12 new expenditure items have been added to the Cap-Ex spreadsheet. Of those, some are large expenditures that will need to occur by 2018. He will update the model before the May 5, 2014 FORC meeting.

In an effort to expedite the summer maintenance purchases, O'Neill will include information in the April 29, 2014 Board packet that will identify routine items needing Board approval. This will allow the Board to take action on all of them at one time during the May 13, 2014 Board meeting.

AD HOC DASHBOARD/BENCHMARK COMMITTEE UPDATE

It was reported that in late April, the committee is hoping to receive an update on STRIVE's direction. The Ad Hoc Dashboard/Benchmark committee will meet again in April and will present to the Board in May or June.

BOARD SELF-EVALUATION UPDATE / GOALS TIMELINE

Vice President Gates shared a draft agenda for the Board retreat scheduled for May 31, 2014. After reviewing the agenda, the Board agreed to extend the retreat to 4 p.m. The possibility of a second retreat to discuss Board Perceptions and Realities was also considered.

BOARD SELF-EVALUATION UPDATE / GOALS TIMELINE (Continued)

Growth measures as a smaller topic, including an update from ECRA was suggested for consideration during the evaluation process, and when setting Board goals. The need to clearly identify what the report expectations are, as well as setting up a calendar for Board meetings with a reporting system, such as the first year implementation of IB, was expressed.

CONCLUDING ITEMS

**CONCLUDING
ITEMS**

SUPERINTENDENT’S REPORT

Dr. Roberts reported that the Beye PTO would like to donate a gift of an outdoor classroom with the cost of \$54, 689 being funded by the PTO. It was noted that an area of the outdoor space was set aside for the PTO to create something special. This item will return to the Board for action on April 29, 2014.

Dr. Robert reported that he met with most of the principals regarding evaluations and the challenges regarding PERA. He has accumulated some data and will report at the next meeting. He noted that overall; approximately 300 teacher evaluations were completed on time.

Dr. Roberts reported that the district currently has 108 Principal applicants for Mann and Whittier Schools, and he explained the process that will be followed. He shared that the administration is planning to bring candidates forward for approval during the month of May.

Dr. Roberts attended the Brooks Jazz Festival daytime activities. He noted that the professionals who came in were wonderful. Additionally, he reminded the Board that BRAVO will be performing SHREK.

It was reported that STRIVE will be meeting on April 22, and the Board will be receiving invitations.

BOARD CONCERNS / ANNOUNCEMENTS

**BOARD
CONCERNS /
ANNOUNCEMENTS**

It was noted that District 97 is one of a few districts in the state administering the 5Essentials Survey. A completion date was requested, as well as more visible advertisement on the district Website. It was noted that the Special Education survey will still be administered.

The Board was reminded that the Oak Park Education Foundation Staczyk Dinner will be held this Saturday.

IGOV is scheduled to meet on April 19, 2014. Vice President Gates and member Sacks will attend.

The Board was reminded that the Day in Our Village event is approaching.

The ECC Governing Board will be meeting on May 7, 2014. It was noted that the Friday Team decided that their meetings are still relevant and will continue to meet.

**BOARD RESPONSE
TO PUBLIC
COMMENT**

BOARD RESPONSE TO PUBLIC COMMENT

President Spatz and Dr. Roberts will respond.

**PREVIEW FUTURE
BOARD AGENDA**

PREVIEW APRIL 29, 2014 AGENDA

The April 29, 2014 Board agenda was reviewed and revised.

BOARD 2013-14 TIMELINE

BOARD TIMELINE

The Board timeline was reviewed.

EXECUTIVE SESSION

EXECUTIVE
SESSION

Gates moved, seconded by Traczyk, that the Board of Education move into executive session at 8:29 p.m. to discuss (Appointment, Employment, Compensation, Discipline, Performance or Dismissal of Specific Employees, 5 ILCS 120/2(c)(1))

Ayes: Gate, Traczyk, O'Connor, Sacks, Felton, Brisben, and Spatz

Nays: None

Absent: None

Motion passed.

OPEN SESSION

OPEN SESSION

Sacks moved, seconded by Felton, that the Board of Education move into open session at 9:25 p.m. All members of the Board were in agreement.

ADJOURNMENT

ADJOURNMENT

There being no further business to conduct, President Spatz declared the meeting adjourned at 9:25 p.m.

The next regularly scheduled meeting of the Board will be held on Tuesday, April 29, 2014 beginning at 7 p.m. at the Administration building located at 970 Madison Street, Oak Park, Illinois.

Board President

Board Secretary