

**Official Minutes of the
Oak Park Board of Education District 97
260 Madison Street, Oak Park, Cook County, Illinois
May 22, 2018 Meeting**

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

ROLL CALL

Present: Spatz, Spurlock, Liebl, Broy, O'Connor, Breymaier, and Datta

Absent: None

Also Present: Superintendent Dr. Carol Kelley, Assistant Superintendent for Finance and Operations Dr. Alicia Evans, Assistant Superintendent for HR Laurie Campbell, Senior Director of Special Services Ebony Lofton, Senior Director of Policy, Procedures and Communication Chris Jasculca, Senior Director of Administrative Services Dr. Felicia Starks Turner, Senior Director of Equity Dr. Carrie Kamm, and Board Secretary Sheryl Marinier

PROCLAMATION
FOR RETIREES

PROCLAMATION OF APPRECIATION FOR DISTRICT 97 2017-2018 RETIREES

President Spurlock read the following proclamation honoring the 2017-2018 district retirees.

Whereas District 97 has 10 dedicated employees scheduled to retire on June 30, 2018; and

Whereas these employees, who helped thousands of children realize their potential, include four people from Whittier Elementary School, one person from Irving Elementary School, one person from Brooks Middle School, one person from Hatch Elementary School, one person from Beye Elementary School, and two people from Longfellow Elementary School; and

Whereas these individuals, who always exhibited a true passion for learning, include five certified staff members who taught Kindergarten – First Grade, Foreign Language, Art, General Music, and Speech; and

Whereas these individuals, who demonstrated exemplary leadership on a daily basis, include five teacher assistants; and

Whereas these extraordinary individuals worked tirelessly for a combined 189 years on behalf of our schools and the families we serve;

Now, Therefore, Be It Resolved by the District 97 Board of Education that it affirms the aforementioned accomplishments of:

- Danette Baker
- Alfreida Campbell
- Loretta Dean
- Dawn Deaton
- Beverly Ducket-Edwards
- Marilyn Foster
- Nancy Hill
- Phyllis Jones
- Wyatt Patterson
- Laurie Volz; and

Be It Further Resolved that the District 97 Board of Education expresses its appreciation and gratitude to these individuals for helping to build a better tomorrow for our schools, our students and our community, and wishes them all the best in their retirement.

Proclaimed on this 22nd day of May, 2018.

VISION97 4ALL LEARNING SESSION

LISTENING SESSION

BEING INTENTIONAL IN CREATING OUR WORKFORCE – PLANS FOR THIS YEAR’S HIRING SEASON

STAFF DIVERSITY, PLANS FOR THIS YEAR’S HIRING SEASON

Laurie Campbell and teacher Emile Williams came to the table. They explained how the hiring practices link to Pillar 3: Effective Teachers, Leaders and Staff for Every Student, for Every School, and Objective 8: Being Intentional in Creating our Workforce. Campbell reported that administration is proud of the work being done in this area, but acknowledged that the district has a long way to go.

Campbell shared current student and staff data, noting that 12 of the recent 59 teachers are African American.

STUDENT DIVERSITY

	2015-2016	2016-2017	2017-2018
African American	21%	17.74%	17%
Asian	5%	3.80%	4%
Hispanic/Latino	6%	11.93%	13%
Native American	0%	0.325%	0%
Multi-Racial	11%	11.96%	12%
White	57%	54.49%	54%

STAFF DIVERSITY

	2015-2016	2016-2017	2017-2018
African American	24%	24.7%	25%
Asian	2%	2.8%	2%
Hispanic/Latino	4%	3.8%	5%
Native American	0%	0.3%	0%
Multi-Racial	1%	.05%	1%
White	69%	67.9%	67%

TEACHER DIVERSITY

	2015-2016	2016-2017	2017-2018
African American	12%	12%	13%
Asian	3%	3%	3%
Hispanic/Latino	4%	4%	4%
Native American	0%	0.4%	0.4%
Multi-Racial	1%	0.6%	1%
White	80%	80%	79%

Campbell shared teacher diversity data from comparable districts.

She explained the process that is being followed, noting that in 2016-2017, the district started the research and learning phase by visiting Evanston High School District, and partnered with the Diversity Council. The district updated the online application and the hiring selection process. Dr. Kelley noted the importance of having a culture that is welcoming to teachers of color and encourages more of them to apply for positions here.

Williams reported that the Diversity team partnered with the National Equity Project (NEP), who considered questions for the interview teams that would focus on equity, with a goal of creating a workplace where people of color feel included and comfortable to share their stories.

This year, the team continued work with NEP by offering training for district leaders on designing meetings for equity. They continued training for administrators on interview questions, use of application systems and coordinating the hiring efforts. ATSR led a training this year, which was also shared with the Diversity Council.

STAFF DIVERSITY, PLANS FOR THIS YEAR'S HIRING SEASON (Continued)

Work this year also focused on the hiring process by updating the process and ensuring consistency which includes demonstration teaching. Information was shared with the hiring administrators with an emphasis on hiring for diversity.

Recruiting efforts were not that successful. The district was represented at the Howard University Education Job Fair, but student attendance was poor. However, the University shared contact information with the district, so all candidates could be invited to interview.

Campbell shared how the use of videos for screening and marketing are being used, noting that the district also implemented video screening interviews. The District 97 marketing video for candidates was shared.

Campbell explained that the work plan for next year includes more student teacher partnerships, working with Alma Advisory Group to provide an external review of recruitment, hiring and deployment processes. Additionally, Carrie Kamm will lead the new District 97 Equity Design Team in partnership with the National Equity Project.

Dr. Kelley shared that the work with Alma Group is a planned expense in the Superintendent's budget, noting that the district has benefited from the fellowship that she was in this year. She also suggested that the district reach out to other districts to find out some of the strategies that they use, and also listen to student voices.

Board comments included interest in capturing the central office staff in the percentages. A strategic plan was recommended around this area with both quantitative and qualitative goals. Interest was expressed in increasing the number of multi-racial staff to match that of the student population. The administrators were reminded that when the district considers diversity, it is not solely African American, and it was suggested that they should also consider the discrepancy between men and women teachers. A timeline was recommended to ensure that the district stays on track with their efforts. The administration was reminded to keep in mind the need for Hispanic teachers and teacher with disabilities.

Member Datta left the meeting at 6:32 p.m.

Additional Board comments included a suggestion to ask what drew teachers of color to the district originally, and if there is something we could do to encourage them to share the opportunity in their own network. Interest was expressed in seeing the retention numbers.

President Spurlock opened the floor to the community.

John Duffy, an Oak Park resident asked the Board to not lose sight of why the community wants more diversity. He suggested that kids are not succeeding the way they should be. He asked the Board to consider the locations of the teachers and ensure that they are not concentrated in one area and missing another. He asked the Board to keep a public database so the community can monitor the progress. He suggested that the district has been unresponsive to these questions, and expressed concern that they are not doing what needs to be done.

Dr. Kelley responded to Mr. Duffy by offering to meet with him. She explained that the Board and administration has been deeply involved with other priorities, but assured him that her team is on the same page for the children as related to the vision.

Makesha Fournoy, an Oak Park resident, suggested that it would be helpful to establish goals outside of reflecting demographics, and to create a timeline. She supported the comment regarding male/female teacher of color and noted its importance. She expressed concern about the African American population decreasing and wondered what part the district might be playing in that. She shared that her children are biracial, but are viewed as black children. She asked the Board to dig deeper into the mixed race needs. Regarding the recruitment video, Fournoy suggested adding images of more teachers of color, and to not end with a photo of Campbell. She explained that her culture has raised her to be really sensitive about her color. She asked that the district be sensitive about the video request and think about balance.

MENTORING CURRICULUM

Amy Warke came to the table with Teacher Mentor Megan Stewart. They explained that in concert with the vision plan, there is a specific way that teachers should be working with the students. Teachers need to know how to make that happen. They are using a four year program that supports the new hires, helping them teach in line with the district vision and supporting them as they work toward tenure.

Stewart explained that the first year focuses on Pillars one and three, while the second through fourth years encompass all four pillars.

She explained that the program focuses on the following:

- Teachers will maintain openness in their practice, inviting feedback and reflecting critically on student results.
- Staff will gain professional skills via collaborative learning team meetings (FAR7), peer coaching, and peer observations (including classroom, school visits and videos).
- Teachers will assist students to direct their own learning and work with other students on cognitively demanding and culturally and socially relevant, real-world tasks that require students to discuss, question, explore, research, make decisions and communicate findings.
- To ensure students' continuous growth and development, teachers will organize instruction around standards and communicate clear expectations so that students understand what they will know and do.

With a goal of maintaining openness in their practice, inviting feedback and reflecting critically on student results creating a strong culture of coaching, new teachers will gain professional skills via collaborative learning, peer coaching, and peer observations. All teachers will get a strong foundation on becoming culturally responsive teachers with professional dialogue, feedback and reflections with a focus to create independent learners.

Stewart explained that the team is also in conversations with DePaul University working toward a BUILD Diversity certificate. This program pushes individuals to make a difference by leading the work around diversity and integrates feedback so all participants can implement practices into their classroom and community.

The team is working on four major areas; awareness, learning partnerships, information processing and community of learners and learning environments.

Stewart reported that each teacher is assigned a peer coach at the beginning of the summer. This person is the grade level leader for the assigned school. Stewart leads the peer coaches through coaching cycles. Although this is the highest stipend position for teachers, there are limited teachers willing to take on the role. Administration is doing their best to select the teachers who will be the best fit. The new teachers are given individual support based on their personal needs.

Board comments included support for the four year program, suggesting that it would be helpful to frontload classroom management. It was noted that not all districts support mentoring program. Interest was expressed in seeing information on the DePaul multicultural piece, and the diversity breakdown of the mentoring team.

PROFESSIONAL LEARNING OPPORTUNITIES

Dr. Kelley came to the table. She explained that the learning objective for this session is for the Board members to be able to explain to a neighbor how the district professional learning opportunities build upon school-level expertise and lay the foundation for the vision plan.

She told the Board that the number one factor to reduce the opportunity gap is the teachers. With that in mind, the theory of action is that administration supports our staff as professionals, with high quality, job-embedded, learning opportunities, and then will shift the culture to realize the vision.

Member Datta returned at 7:13 p.m.

Staff members Paula Spring, Karen Thomas (by phone) and Betsy Parkinson shared their opinions of how the professional development affects student learning.

Thomas shared her impressions of work with Dr. Jackson and Lisa Westman. She explained that the experience has been great for the students. She noted that there is a lot of tension between kids who are gifted and those who are not. Dr. Jackson helped shift our minds to find other strengths to celebrate. Thomas shared that she has shifted her mind on how she runs her classroom.

Spring shared that some of the work with Lisa Wessman helped create a lot of resources for the teachers. The units are developmentally appropriate, and it allows teachers to have time to work closely with the students. Spring noted that student experiences across the district should be consistent. Teachers now have access to high quality resources. She noted that working with the external consultants has been a valuable experience. Spring has worked with individual teachers and teams. They have worked on modeling, goal setting, observations, and on the job professional development. She shared that the teacher testimonials at the end of the year were positive. The teachers feel prepared; the work with the staff has enhanced the coach's leadership qualities.

Parkinson reported on the great reading and writing program. Parkinson worked with Rachel Dahl eight times this year. The experience helped her reflect on her practices, helped her improve, and be more engaged. She reported that the students are engaged, they see themselves as readers from the beginning. She defined the classroom books as tremendous.

Trish Groben and Amy Warke came to the table. Groben explained that the district used external consultants for professional development this year. The National Equity Project led a full staff training (shared understanding and language), and a leadership training (designing and facilitating meetings). Formative Assessment for Results (FAR) training was conducted to build leadership skills for team leaders and support for highly effective team meetings (focused on student learning results).

Warke explained that there needs to be a space where teachers can come together to assess. They need time and space to work together as a grade level team. Trainers have been working with leaders to ensure that the process can continue. They address issues such as; how do I work with my colleague and deal with difficult conversations?

Veena Rajashekar came to the table to discuss the progress in Pillar 4. She explained that the building leadership teams participated in training to build capacity and technical support for developing annual school action plans. They participated in a yearlong intensive training and support for principals, assistant principals, and district-level and school-based leaders. She shared that the Lincoln staff created an elevator speech about the School Improvement Plan and have already drafted the School Improvement Plan for next year.

PUBLIC COMMENT

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Milan Datta-Nemana, a seventh grader at Julian Middle School shared a concern that teachers at his school send kids to detention for reasons that he feels should be handled in a different way. He suggested that the administration consider matching the punishment with the behavior and consider having the students perform a task, like cleaning the room instead of sending them to detention.

Ella Smith, a student, expressed concern about the students getting the right level of education. She explained that her eighth grade sister is under challenged. She is bored in Math, and even though she might get good grades, it does not mean that she is happy with her progress. She expressed concern that the district took away advanced Math and now considering getting rid of pre-Algebra. She suggested that this action would hurt the students.

Mary Ann Borgmann, an Oak Park resident and parent of Ella Smith, shared the background for what her daughter shared. She explained that her other daughter is not bad at Math; she just did not like it. She explained that teachers looked at what was happening in the classroom and separated the students by how quickly they could move through the materials. Her daughter had never been challenged to know what she is capable of. Borgmann noted that the challenge issues are important to student learning. Each kid is at risk and we need to figure out why. Going forward, students doing great work need to be looked at and asked if they are challenged. If they are not challenged, they do not know how to handle a challenge when it occurs. She asked the Board to continue to look at this concern and determine how to meet all needs at every level.

EXECUTIVE SESSION

Spatz moved, seconded by Datta, that the Board of Education move into Executive Session at 7:51 p.m. to discuss (Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Specific Employees or Legal Counsel 5 ILCS 120/2(C)(1), Collective Negotiations 5 ILCS 120/2(C)(2)).

Ayes: Spatz, Datta, Breymaier, O’Connor, Liebl, Spurlock, and Broy
Nays: None
Absent: None
Motion passed.

OPEN SESSION

Liebl moved, seconded by Spurlock, that the Board of Education move into Open Session at 8:14 p.m. All members of the Board were in agreement. The meeting continued with all members present at 8:17 p.m.

ACTION ITEMS

5.1 APPROVAL OF THE CONSENT AGENDA

Spatz moved, seconded by Datta, that the Board of Education, District 97, approve the consent agenda as presented.

- 5.1.1 Approval of Bill List
- 5.1.2 Approval of Personnel
- 5.1.3 Approval of the Village Parking Lot Agreement
- 5.1.4 Disposal of Property
- 5.1.5 Approval of Hephzibah Agreement
- 5.1.6 Appointment of DuPage/West Cook High Incident Governing Board Liaison

Ayes: Spatz, Datta, Liebl, Breymaier, O’Connor, Spurlock, and Broy
Nays: None
Absent: None
Motion passed.

6.1 LEVELED LITERACY INTERVENTIONS

Datta moved, seconded by Spatz, that the Board of Education, District 97, approve the purchase of Leveled Literacy Intervention (LLI), at a cost of \$139,519.44. Roll call vote.

It was noted that these materials are for Kindergarten through fifth grade only.

Ayes: Datta, Spatz, Broy, Breymaier, O’Connor, Liebl, and Spurlock
Nays: None
Absent: None
Motion passed.

6.2 APPROVAL OF LANDSCAPING BIDS

Breymaier moved, seconded by Broy, that the Board of Education, District 97, approve Clauss Brothers as landscaper in the amount of \$56,300 for the 2018-2019 school year. Roll call vote.

Ayes: Breymaier, Broy, Liebl, Spatz, Datta, and Spurlock
Nays: None
Absent: O’Connor
Motion passed.

6.3 APPROVAL OF CUSTODIAL SUPPLY BIDS

Spatz moved, seconded by Breymaier, that the Board of Education, District 97, approve Warehouse Direct as the custodial supplies vendor for the 2018-2019 school year in the amount of \$112,089. Roll call vote.

Member Broy requested a document demonstrating year over year costs.

Ayes: Spatz, Breymaier, Broy, Liebl, O'Connor, Spurlock, and Datta
Nays: None
Absent: None
Motion passed.

6.4 APPROVAL OF DUST MOP AND TOWEL BIDS

Liebl moved, seconded by Broy, that the Board of Education, District 97, approve the Towel, Wet Mop and Dust Mop bid submitted by Cintas in the amount of \$41,672.80 for the 2018-2019 school year.

Ayes: Liebl, Broy, Spatz, O'Connor, Breymaier, Spurlock, and Datta
Nays: None
Absent: None
Motion passed.

6.5 APPROVAL OS SUMMER 2018 ALTERNATES

Spatz moved, seconded by Breymaier, that the Board of Education, District 97, approve Irving roof project in the amount of \$166,122, Hatch room 207 project in the amount of \$103,263, and the Lincoln door replacement in the amount of \$12,426.

It was noted that the Lincoln and Longfellow discussions will take place on June 12, 2018.

Ayes: Spatz, Breymaier, Liebl, Broy, O'Connor, Spurlock, and Datta
Nays: None
Absent: None
Motion passed.

ADMINISTRATIVE ITEMS

ADMINISTRATIVE ITEMS

TRANSFER RESOLUTIONS

Alicia Evans came to the table. She explained that the Board is asked to annually approve two transfer resolutions. One to transfer interest earned from one fund to another and the second from the Education Fund to the Debt Services fund to pay for leases. This item will return to the Board on June 12, 2018 for action.

AUTHORIZATION FOR ADMINISTRATION TO PAY BILLS PRIOR TO BOARD APPROVAL DURING THE SUMMER

Evans explained that since the Board will only be meeting once during the month of June, administration is seeking authority to pay bills prior to Board approve. This will ensure that all bills are paid in a timely manner and penalties will not be incurred.

Additionally, Evans asked the Board to consider amending this request to include the hiring of staff. This request is strictly to fill open positions, and does not include new positions.

This item will return to the Board for action on June 12, 2018.

CLIC ANNUAL RENEWAL

Evans explained that the Collective Liability Insurance Cooperative (CLIC) is an annual renewal. She reported that the fee has decreased by six percent for this year, with a five year downward trend of 30 percent. She noted the saving due to the membership in the cooperative. Evans shared that administration will be considering rolling SELF into CLIC in the future. This item will return to the Board for action on June 12, 2018.

ACCEPTANCE OF DONATIONS

Evans explained that the district has received several donation requests, including library books to each of the schools, enhancements to the Whittier library, an electric range for the Whittier community room, and a subscription to A-Z for the Lincoln Immersion classroom.

RECERTIFICATION OF HAZARDOUS CROSSINGS

Evans reminded the Board that the recent Transportation Audit indicated that the current hazardous crossing should no longer be considered “Hazardous”. She reported that John Chase, the Director of Safety and Security performed an analysis of the crossings and his findings were shared.

Evans shared the Illinois Department of Transportation guidelines for identifying hazardous crossings and noted that none of them meet the current criteria. Evans is still trying to determine what would happen if the district does not recertify the hazardous crossing. She noted that the best walking routes and the hazardous crossings were cross referenced and she offered to share the list with the Board. It was noted that the original intent for certification was to help with maximizing the bus routes.

Two options were considered;

- Recertify the existing Hazardous Crossing
- Let the Hazardous Crossing list expire

A work team was recommended that could look into transportation needs and the crossings at the same time. It was suggested that there might be other crossings in the community that should be considered hazardous. Concern was expressed that declaring crossing as hazardous without explaining what that mean, could be a problem. It was noted that busing across these intersections will continue no matter what decision the Board takes regarding this matter.

It was agreed that further discussion on this topic is necessary.

RECOMMENDATION FOR SUMMER ROLES

Laurie Campbell came to the table. She shared a recommendation for staffing of the summer program. She reminded the Board that the numbers will be different than last year because the Oak Park Education Foundation supplied the staffing last year. This item will return for action on June 12, 2018.

APPROVAL OF OVERNIGHT AND OUT-OF-STATE FIELD TRIPS FOR SY19

The Board Secretary explained that the Board is asked annually to approve the upcoming overnight and out-of-state field trips. She shared a list of trip and their scheduled dates, noting that the current list is a draft and the Board will receive the final list prior to taking action. This item will return to the Board for action on June 12, 2018.

Administration was acknowledged for compiling this list, noting that this process is much better than the way it was done in the past.

BOARD ASSIGNMENTS

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

FINANCE OVERSIGHT AND REVIEW COMMITTEE (FORC)

It was reported that the last FORC meeting was cancelled due to a lack of quorum.

FACILITIES ADVISORY COMMITTEE (FAC)

The next FAC meeting will be held on June 5, 2018 at Holmes School. The meeting will begin with a tour of the Holmes construction.

COMMITTEE FOR LEGISLATIVE ACTION, INTERVENTION AND MONITORING (CLAIM)

It was reported that Ralph Martire will not present to the committee until the fall.

COMMITTEE FOR COMMUNITY ENGAGEMENT (CCE)

It was reported that the equity presentation has been shared at Longfellow, Julian, Beye and Brooks, and is receiving good feedback. The next scheduled presentation is with the Special Education Department. The group is considering working with the Public Library to facilitate the event. The group is working on the teacher institute feedback. It was noted that disabilities comes up at most of the discussion as a concern, and support is expressed often for co-teaching and third grade Math.

Everyone was asked to share leads for potential presentations with member Breymaier.

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

IGOV

Everyone was thanked for attending the last IGOV assembly. Confusion was expressed regarding the expectations for the presentation, but it went well. It was noted that there were a lot of board members in attendance, as well as community leaders and two community members. The breakout sessions were excellent and included interest in looking at ways to share transportation expenses. It was suggested that future events focus on more brainstorming.

COLLABORATION FOR EARLY CHILDHOOD

The annual Collaboration Board meeting was held on May 17, 2018. The preliminary EDI information was shared at that time, noting that Erickson received 620 valid surveys out of 620 submitted. The team is requesting 10-15 minutes on an agenda in August or September to share their findings. It was reported that there were no obvious patterns based on north to south, or east to west, and some results were shared as examples. It was noted that some data was shared with the Board via the Weekly Superintendent's Report last week.

COMMUNITY COUNCIL

It was noted that the most recent Community Council meetings was cancelled.

President Spurlock shared that she will be changing the committee assignments in the future with the help of Dr. Kelley and the Board Secretary.

PARENT/TEACHER ORGANIZATION COUNCIL (PTOC)

It was reported that PTOC met last night and talked about possibly removing plastic straws from the schools.

VILLAGE TASK FORCE REQUEST

It was reported that the Metropolitan Planning Commission has already met, but the Board could still respond to the questions identified in the letter from the Village. Sample questions were shared and it was noted that all responses will be published in a public database. Concern was expressed that the letter from the Village did not include an email address or phone number. Present Spurlock has attempted to reach out to them with some difficulty.

The Board engaged in conversation on this topic and it was agreed that the Board would benefit by being proactive, but has too many other items taking priority at this time. President Spurlock will reach out to the commission again and ask that they verify data with the Board before they publish anything, giving ample time for the Board to supply feedback on any drafts that are created.

FINANCIAL TRANSPARENCY POLICY UPDATE

It was reported that very minor changes were made to the draft Financial Transparency Policy, and noted that the Finance Oversight and Review Committee (FORC) has reviewed the document independently. The Board members were asked to share feedback with member Spatz. A clean version will be shared in the June 12, 2018 board packet and the Board will be asked to take action at that time.

CONCLUDING ITEMS

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BOARD COMMENTS

The Brooks Music Department went on their biannual Music Tour to Cleveland/Sandusky, Ohio this past weekend. The Symphonic Band scored an "Excellent Rating" and received First Place and the Wind Ensemble scored an "Excellent Rating" and received Second Place in their division. The Brooks Symphonic Orchestra scored a "Superior Rating", received First place in their division and was the highest scoring, best overall orchestra performance of the entire Music In The Parks Festival weekend.

The Board was reminded that Day in Our Village is approaching and asked the Board Secretary to send out a reminder.

BOARD COMMENTS (Continued)

Members Datta and Liebl attended an Equity event at the Library last Tuesday. The program was nicely done, but it was suggested that proper advertising is necessary to ensure success.

Concern was expressed about the Lincoln/Longfellow conversations that were held during the May 8, 2018 Board meeting, noting that there must be a better way for the Board to be informed before information is presented at the Board table.

It was noted that the African American population in Oak Park began to decrease with the 2010 census. It only decreased by one percent, but the region decreased by five percent. It was suggested that something could be happening in the region again to cause the current decline. It was noted that all of the current increases in the Chicago area are Latino. It was suggested that when the district looks at teachers, it does not typically identify targets. It was suggested that looking at parity is a way to help look at the scope.

The Board was reminded that words matter. For example; the word quota could be interpreted to mean filling positions with people who are not qualified. It was suggested that the Board have a vision defining the meanings of the words diversity, equity and inclusion.

It was suggested that a way to ensure that all children experience diversity in teachers might be to set a target such as; each child will have three teachers of color within their six year education.

AGENDA MAINTENANCE

The draft agenda for June 12, 2018 Board meeting was reviewed and revised.

Concern was expressed that President Spurlock and Vice President O’Connor will not be in attendance. Alicia Evans and Jeanne Keane came to the table and a discussion took place about the Lincoln School addition.

Board comments included interest in knowing how the full \$57,000,000 from the referendum will be spent before a decision on the Lincoln expansion can be made. This should include all ADA, HVAC and Life Safety work. Additionally, interest was expressed in considering alternatives to alleviate the overflow at Lincoln School (alternate facilities, and boundaries were discussed, but not supported). Interest was expressed in having STR clarify what they mean by minimal class sizes.

A summary of the discussion noted that the Board has issues with the cost and timeline of the Lincoln expansion. It was noted that STR is currently working on cutting the cost of the project, and Jeanne Keane can provide an estimate of what the other referendum projects will cost.

It was agreed that the Board will review this information during the June meeting and possibly hold an additional June meeting for this purpose, taking action on July 17, 2018.

Vice President O’Connor and member Breymaier expressed interest in attending the Facilities Advisory Committee meeting scheduled for June 5, 2018.

Member Datta left the meeting at 10:06 p.m.

The Board discussed acceptable class sizes and the need to share their reasoning with the public. It was suggested that the district will need to determine how to measure a class size for co-taught classrooms. It was suggested that STR be asked to run the capacity at different class sizes, noting that the number of students in each classroom may not make a difference when deciding the needs at Lincoln School.

ADJOURNMENT

There being no further business to conduct, President Spurlock declared the meeting adjourned at 10:23 p.m.

ADJOURNMENT

Board President

Board Secretary