**Official Minutes of the Oak Park Board of Education**

**Elementary District 97, Cook County, Oak Park, Illinois**

**CLOSED MEETING MINUTES – March 15, 2016 TIME: 6:00 p.m.**

The Board convened in closed session at 6:00 p.m. Answering present and attending in person were Vice President Felton, Members Spatz, Brisben, and O’Connor. Member Datta arrived at 6:01 p.m., member Spurlock arrived at 6:02 p.m. and President Gates arrived at 8:38 p.m.

Also Present: Superintendent Dr. Carol Kelley, Assistant Superintendent for Finance and Operations Therese O’Neill, Senior Director of Human Resources Steve Cummins (6:06 p.m.), and Board Secretary Sheryl Marinier

Summary discussion of the Board on all matters:

**6) Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Specific Employees – Dr. Alicia Evans**

Dr. Kelley reported that 32 applicants were screened by HYA for the Assistant Superintendent for Finance and Operations position. The internal interview committee consisted of key people (Norm Lane, Sandy Merges, principals, Michael Arensdorff and the OPTA president). The team was trained by HYA to conduct the interview and supply notes. The notes were reviewed by Dr. Kelley and Therese O’Neill, and Dr. Kelley, Chris Jasculca, Felicia Starks Turner and Mike Padavic interviewed the top three candidates. In both rounds, Dr. Alicia Evans was identified as the top candidate. Dr. Kelley reported that her references were checked and were excellent.

Dr. Kelley reported that after the approved time that Therese O’Neill is retired, the district could look at using her on a per diem basis. It was suggested that Dr. Evans shadow O’Neill for a few days.

Concern was expressed about the job descriptions and the people the district has been attracting. An additional administrator in Human Resources was suggested.

Dr. Alicia Evans joined the meeting at 6:40 p.m. She shared her current job history and reported that she has a doctorate in education and a master’s degree in finance. Dr. Evans proudly reported that she turned around the financial standing of her current district.

Dr. Evans left the meeting at 6:47 p.m. and Therese O’Neill and Steve Cummins returned.

**7) Appointment, Employment, Compensation, Discipline, Performance, or Dismissal of Specific Employees – Administrative Compensation**

Dr. Kelley shared her recommendation for administrative compensation for the next year (.8 percent, which is CPI). Some administrators were recommended higher and some lower. Two errors were identified on the chart that she shared.

**OPEN SESSION**

Datta moved, seconded by O’Connor, that the Board of Education move into Open Session at 7:00

p.m. All members of the Board were in agreement.

**EXECUTIVE SESSION**

The Board convened in closed session at 9:56 p.m. Answering present and attending in person were President Gates, Vice President Felton, Members Spatz, Datta, Spurlock, Brisben, and O’Connor.

Also Present: Superintendent Dr. Carol Kelley, and Board Secretary Sheryl Marinier

Summary discussion of the Board on all matters:

**9) Collective Negotiations – OPTAA**

The discussion on compensation continued noting that the union does not want compensation to be driven by evaluations. It was noted that state law says that RIFs can be based on evaluations. Specific RIF language for people with lower ratings was recommended. Concern was expressed about the existing language, noting that it should read “four years or two excellent evaluation”, not “and”. The Board expressed interest in pursuing performance based raises and RIF language.

The Board also expressed interest in the OPTAA contract mirroring the teachers’ contract;

* 4 years to move level
* Needs improvement or below delayed raise (not lost)

The Board agreed that the stipend/role/leader positions can/should be interviewed based not on longevity or evaluations.

**10) Collective Negotiations – ESP**

Dr. Kelley will communicate with Matt Hanser tomorrow regarding the timing of this process.

**OPEN SESSION**

Gates moved, seconded by Spatz, that the Board of Education move into Open Session at 10:21

p.m. All members of the Board were in agreement.

**ADJOURNMENT**

There being no further business to conduct, President Gates declared the meeting adjourned at 10:21 p.m.

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Board President