

MINUTES OF A **REGULAR MEETING** OF THE BOARD OF EDUCATION, THORNTON TOWNSHIP HIGH SCHOOL DISTRICT NO. 205, COOK COUNTY, ILLINOIS, HELD ON **WEDNESDAY, NOVEMBER 14, 2018** IN THE AUDITORIUM AT THORNRIDGE HIGH SCHOOL, 15000 COTTAGE GROVE AVENUE, DOLTON, ILLINOIS, BEGINNING AT 6:30 P.M.

The meeting was called to order at 6:38 p.m. President Graham made the following announcement: Any person may record or broadcast an open Board meeting. Special requests to facilitate recordings or broadcast an open Board meeting should be directed to the Superintendent at least 24 hours before the meeting. Recording meetings shall not distract or disturb Board members or participants. Please know if you participate in public participation, you are part of the Board meeting and may be taped.

ANNOUNCEMENT BY
BOARD PRESIDENT

On roll call, Members Banks, Butler, Graham and Lawrence answered. Members Cruz, Moody and Whittington were absent. Dr. Nathaniel Cunningham, Superintendent, Dr. Jerry B. Doss, Assistant Superintendent for Human Resources; Mr. Brett Fickes, Director of Curriculum; Mr. Thomas Porter, Director of Pupil Personnel Services; Mr. Toriano Horton, Assistant Superintendent for Business; Mr. John Arrington, Director of College and Career Partnerships; Mrs. Ebonie Williams, Thornridge Principal; Mr. Tony Ratliff, Thornton Principal; and Mr. James Petrunaro, legal counsel, were also present.

ROLL
CALL

- Report from Curriculum Committee: Mr. Fickes reported that the Curriculum Committee Meeting will be held on 12/3/18 at Thornton Township High School (T-107) at 4:30pm to discuss key curriculum initiatives and to hear from the Division.
- Report from Finance Committee: Mr. Horton reported that the last Finance Committee met on 11/6/18 at 4:00pm at the District office and the items will be presented for approval tonight; the next meeting will be held on 12/4/18 at 4:00pm at the District office.
- Report from Policy Committee: Dr. Doss – No report
- Report from Discipline Committee: Mr. Porter – No report
- Report from Facilities Committee: Mr. Garrett reported that the Facilities Committee met on 11/1/18 at the District office, the items were approved and sent to the Finance Committee for recommendation of approval. The next meeting will be held 11/29/18 at 4:00pm at the District office.

COMMITTEE OF THE
WHOLE

At 6:33 p.m. Mrs. Whittington joined the meeting.

MRS WHITTINGTON
JOINED THE
MEETING

Mrs. Lawrence moved, Mr. Banks seconded, to **Approve the Consent Agenda**, which includes the following:

CONSENT AGENDA

- No report
- The District 205 bills as presented for payment dated October 11 through November 14, 2018.
- Personnel dated November 14, 2018 (Resignations, Leave of Absence, New Hires and Terminations)
- Ratifications: Overnight Fieldtrip to Special Olympics Flag Football Contest to Pekin, IL
Overnight Fieldtrip to Special Olympic Soccer Finals to Evanston, IL
Overnight Fieldtrip to IHSA Girls Cross Country Sectionals to Quincy, IL

MINUTES

BILLS

PERSONNEL

RATIFICATIONS

On roll call, Members Lawrence, Banks, Butler, Graham and Whittington voted aye; nay, none; motion passed.

The following individuals spoke during Public Participation:

- Felita Crayton expressed concerns about the number of substitutes in each building and would like a report of the number from the District from the beginning of the school year to-date.

PUBLIC
PARTICIPATION

Dr. Doss reported that since the last scheduled Board meeting, 5 FOIA requests were submitted and none are pending. All requests have been responded to within the allotted period.

FOIA

Mr. Arrington presented the following information:

District 205

- Boys soccer team advanced to the Sectional Championship against Mt. Carmel High School on October 26th.

Thornridge High School (TRHS)

- School Spirit Day – rewarded students with fun activities (dancers, singers, spoken work by students, games and contests.
- Action Sports Athletes Visit Thornridge High School to Promote Bullying prevention
- AVID student of the month for October is Sonja Bradley, junior
- Thornridge High School Band students, parents, friends and community participated in 4th annual packing party for Operation Christmas Child sponsored by Samaritans Purse filling over 100 boxes for families in need. Thanks to Sheila Flowers and custodial staff with logistics help.
- Science Club volunteered at the Dolton Prairie forest preserve

Thornwood High School (TWHS)

- Marching Thunderbirds, Blue Diamonds & Thunderettes Flag Squad were live on ABC7 news for the coverage of the 2018 Columbus Day Parade on Monday, October 8th at 1pm
- Marching Thunderbirds won 1st place in Class AAA, in Show Style Category, Best Winds and 3rd time Grand Champions at 2018 Rich Central marching band competition
- Congratulations to student, Nate Edwards for being selected to represent at the 2018 ILMEA District 1 Band Festival on Saturday, November 17th at Oak Park & River Forest High School
- Varsity volleyball won 1st place at Hillcrest Hawks Invitational and won 1st place, hosting a tournament at home, over Columbus Day
- Sponsored “Halloween High” on October 30th and was enjoyment for the kids, students and staff.

Outlook Academy

- Outlook Academy is now located at South Suburban College with 276 students. Stop by for a tour.
- October Staff Member of the Month is Tamiko Owens, Security and Student of the Month is Joslyn Bailey, Representing Thornridge High School, and is aspiring to become a Future Teacher

Congratulations go out to our Board Member, Mr. Ray Banks on his recent nuptials.

At 6:41 p.m. Mrs. Cruz joined the meeting.

MRS CRUZ JOINED THE MEETING

Dr. Cunningham presented all the Board Member with Certificates of Dedicated Leadership in recognition of Board Members’ Day. Board members volunteer their time to District 205 to ensure growth and progress for the students and the entire community and we thank each one of them for their tireless services in “Sharing the Vision”

RECOGNITION OF BOARD MEMBERS

The following presentation was made by Ken Wendorff, President of the District 205 Faculty Association and Social Studies teacher at Thornwood High School. “No school district, anywhere has been able to engage, motivate, inspire, develop the skills of, model responsibility for its student body without teachers. Our teachers, counselors, deans, social workers, librarians, nurses, special programs specialists, etc., have earned and deserve to be treated with professional respect. As dedicated professionals, we work diligently with our students. As a board of education, you’ve got a professional teaching staff that takes pride in its work as well as the community. In fact, I would say that our faculty is an integral part of our community and District 205 family. Our faculty on a daily basis:

FACULTY ASSOCIATION

- Work with students from all backgrounds to give them the best education possible, prepare them for high stakes tests, help them reach their potential, work after school to help students with classroom material, give a shoulder to cry on or a pat on the back, write recommendations, help students research colleges and fill out college applications/scholarships, purchase/provide decorations for classrooms, stay beyond Communication Period with kids to help get the extra help they need, provide flexible communication with parents via phone calls/emails/meetings beyond scheduled conference days, provide clothing, supplies, assist students from previous years with current classes or issues and

find resources for students who have families that are suffering a loss (fire, homelessness, illness, death)...and we do much more. Teachers in District 205 don't seek recognition for these daily activities where we go the extra mile. We just do it. We do the right thing. I know that as a parent, my children spend an enormous amount of their time during the school year with teachers, at school, and not with me and my wife. That same phenomenon exists for parents in District 205. That's why it's so very important that we maintain a commitment to teachers, their professional development, and the creation of a school district that attracts and retains the very best professionals to serve the students/ families. We are there for students when they need us. They depend on us. As professionals, we have been working w/o a contract since July 31st. We are hoping that changes soon, and that you value us as dedicated professionals and make it happen. We hope to work in a culture of respect, and that means having a fair contract."

Malachi Wright, Artist and Junior at Thornton. Member of IB Program and Speech team created a spectacular drawing of a barber shop featuring many well-known comedians and was featured on a segment on The Steve Harvey Show. Board members presented the student with a medal.

STUDENT
PRESENTATIONS - IB
/ SPEECH TEAM
STUDENT

Mr. Butler moved, Mr. Banks seconded, to **Approve Dell Computer Purchase for Thornwood High School** as presented by Mr. Fickes for the purchase of 30 computers to replace the current 5-year old computers which are out of warranty in the amount of \$52,907.74. The vendor is Staples, funded by Perkins Grant. On roll call, Members, Butler, Banks, Cruz, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF DELL
COMPUTER
PURCHASE FOR
THORNWOOD HIGH
SCHOOL

At 7:00 p.m. Mrs. Moody joined the meeting.

MRS MOODY JOINED
THE MEETING

Mrs. Lawrence moved, Mrs. Cruz seconded, to **Approve Automotive Scanner Purchase for Thornridge High School** as presented by Mr. Fickes for purchase of 3D Printer in the amount of \$15,963.50. The vendor is Snap-On Industrial, funded by Perkins and CTEI Grants. On roll call, Members Lawrence, Cruz, Banks, Butler, Graham, Moody and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
AUTOMOTIVE
SCANNER
PURCHASE FOR
THORNBRIDGE HIGH
SCHOOL

Mr. Butler moved, Mrs. Moody seconded, to **Approve Diesel Program Purchase for Thornton Township High School** as presented by Mr. Fickes to upgrade the lab to include additional Training Boards and a cut-away engine in the amount of \$73,800.90. The vendor is ConsuLab, funded by Perkins and CTEI Grants. On roll call, Members Butler, Moody, Banks, Cruz, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
DIESEL PROGRAM
PURCHASE FOR
THORNTON
TOWNSHIP HIGH
SCHOOL

Mrs. Whittington moved, Mr. Butler seconded, to **Approve Culinary Program Purchase for Thornwood High School** as presented by Mr. Fickes for 14,084.07 for industry standard equipment purchase in the amount of \$14,084.07. The vendor is KaTom Restaurant Supply, Inc., funded by Perkins Grant. On roll call, Members Whittington, Butler, Banks, Cruz, Graham, Lawrence and Moody voted aye; nay, none; motion passed.

APPROVAL OF
CULINARY PROGRAM
PURCHASE FOR
THORNWOOD HIGH
SCHOOL

Mrs. Whittington moved, Mrs. Moody seconded, to **Approve Thornwood High School Band HBCU Consortium Trip to Atlanta, GA from March 27-March 31, 2019** as presented by Mr. Holmes for 20 students/3 chaperones, in the amount of \$16,042.93. On roll call, Members Whittington, Moody, Cruz, Banks, Butler, Graham and Lawrence voted aye; nay, none; motion passed.

APPROVAL OF
THORNWOOD HIGH
SCHOOL BAND HBCU
CONSORTIUM TRIP
TO ATLANTA, GA

Mrs. Lawrence moved, Mrs. Cruz seconded, to **Approve Thornwood High School IB Senior Trip to Washington, DC on April 22-29, 2019** as presented by Mrs. McCullough. Holmes for 21 students/3 chaperones, in the amount of \$1,700.00 per student, paid by the families and fundraisers. On roll call, Members Lawrence, Cruz, Banks, Butler, Graham, Moody and Whittington voted aye; nay, none; motion passed.

APPROVAL OF
THORNWOOD HIGH
SCHOOL IB SENIOR
TRIP TO
WASHINGTON, DC

Mr. Butler moved, Mrs. Whittington seconded, to **Approve Video Intercom System at Thornridge High School** as presented by Mr. Horton for security door video intercoms in the amount of \$5,655.00. The vendor is LaForce, funded by Fund 20 Operations and

APPROVAL OF VIDEO
INTERCOM SYSTEM
FOR THORNBRIDGE

Maintenance. On roll call, Members Butler, Whittington, Banks, Cruz, Graham, Lawrence and Moody voted aye; nay, none; motion passed.

HIGH SCHOOL

Mrs. Moody moved, Mr. Banks seconded, to **Approve Winter Skid Steer Rental** as presented by Mr. Horton for snow removal and grass cutting tractor in the amount of \$5,898.00. The vendor is Sunbelt Rentals, funded by Fund 20 Operations and Maintenance. On roll call, Members Moody, Banks, Butler, Cruz, Graham, Lawrence and Whittington voted aye; nay, none; motion passed.

APPROVAL OF WINTER SKID STEER RENTAL

Mrs. Lawrence moved, Mr. Butler seconded, to **Approve Key Government Finance Agreement** as presented by Mr. Horton for fund cost to rebuild the District’s Information Technology infrastructure, value of \$4,671,217.74. The vendor is Key Government Finance, funded by General Fund, Working Cash Bond Issuance, and Grants. On roll call, Members Lawrence, Butler, Banks, Cruz, Graham, Moody and Whittington voted aye; nay, none; motion passed.

APPROVAL OF KEY GOVERNMENT FINANCE AGREEMENT

Mr. Butler, moved, Mrs. Cruz seconded, to **Approve Timing System for Track Program at Thornwood High School** as presented by Mr. Horton for boys’ and girls’ track programs in the amount of \$10,766.00.00. The vendor is Lansing Sports Shop, funded by Athletic Budget – Technical services. On roll call, Members Butler, Cruz, Banks, Graham, Lawrence, Moody and Whittington voted aye; nay, none; motion passed.

APPROVAL OF TIMING SYSTEM FOR TRACK PROGRAM AT THORNWOOD HIGH SCHOOL

Dr. Cunningham stated the following – as of today, this is my 98th day in the district. My 90-day plan ended on 11/2/18. We here at Thornton Township High School (TTHS) District 205 contend that we are a place where parents, teachers, leaders & community members work together to inspire students to achieve to the highest standards, prepare them for lifelong learning in whatever career path they choose, empower them for success in life, & foster responsible citizenship in a global, information-driven society. In visioning our future - TTHS District 205 will be a high performing, innovative school district. Our students will be exposed to a wide variety of programs & activities to stimulate their curiosity & nurture their minds. Students in our district are surrounded by dedicated, hardworking teachers who are committed to their success. The District has a history that includes so much to be proud of, yet we have so much more to accomplish. It is important for us to celebrate our successes while constantly looking for ways to build upon them. The 90-day action plan provided an outline for actions to inform leadership. It is important to understand even at the end of the plan that we continue to review, & update information gathered from stakeholder input. The community forum phase of the superintendent selection process provided the opportunity to hear from various stakeholder groups to understand their views on the state of education in District 205. It was imperative to hear their voices & to include their ideas about how to continue to move forward in service to our students.

SUPERINTENDENT REPORT

GOALS of the 90-Day Plan was to: Create trust & collaboration with Board members; Create outstanding student achievement in multiple measures; Create student-centered district culture; & Optimize effectiveness & efficiency; & Build stakeholder trust through collaboration & transparency.

The journey begins with a focus on the destination...The vision of District 205 is to be recognized as a school district that is a high-quality district that produces major gains in student achievement & prepares all students for success in college, careers, & service in our community & global society. To complete our vision, we must create a district where parents, teachers, leaders & community members work together to inspire students to achieve to the highest standards, prepare them for lifelong learning in whatever career path they choose, empower them for success in life, & foster responsible citizenship in a global, information-driven society. Outstanding student achievement in multiple measures (academic, social, & emotional) is the ultimate goal of our school district, & we are committed to measuring student success one student at a time. The 90-Day plan was designed to provide a framework for the beginning of my tenure as your superintendent. It was a foundation for the important work that lies ahead of us. At the conclusion of the 90-day period, I have learned a lot about student achievement, our district culture, stakeholder engagement & organizational efficiency.

Goal 1: Action steps - Met individually & in groups with Board members to create/build positive & trusting relationships & learn about member’s priorities for District 205. Established norms for communication & together determined opportunities for change.

- Weekly board reports, when we would update the board of issues & concerns & ensuring that we answer questions of individual board members to all board members
- Schedule regular meetings with the Board President to review issues, meeting agendas & concerns.
 - Setting the agenda for monthly & special meetings with the BOE President.

- Attended various community events with Board members.

On my first day as superintendent, I visited several departments that are critical to the successful opening of the 2018-2019 school year including: Business Operations, Curriculum, Instruction & Technology, Human Resources, & Student Services. We worked together to set up cabinet meeting schedules & schedules for meetings with building leaders. During the first 30 days, I visited with each principal, met with community stakeholders & Board members. Within the first 60 days, I met with student & parent groups including student board of education & a variety of parents. At the conclusion of the first 90 days in office, I have learned a lot about our school district through my interactions with our internal & external stakeholders.

Goal 2: Action steps - My team & I have worked with ECRA to analyze student achievement data to understand patterns & gaps; We have reviewed the alignment of our curriculum to common core standards & make required adjustments to implement uniformly across schools; We continue to assess training needs for staff members & have added ALICE Training to staff & student review for critical incidents; We continue to evaluate the horizontal & vertical alignment of the instructional program & its assessments; & We continue to work to identify chronically underperforming areas of schools & determine appropriate action steps. We continue to evaluate expectations for student achievement & support teacher training in providing scaffolding & differentiation to close achievement gaps. Every employee must recognize their vital role in achieving the mission & goals of our school district.

Goal 3: Met individually with every principal in his/her school building in the first 30 days to assess needs. It is important that we understand that Culture Eats Strategy For Breakfast. We are working on a plan for understanding & moving to a positive culture. I have worked on establishing relationships with our unions.

Goal 4: Employee engagement is essential in identifying ways to improve our service to schools & children. Meetings were held with each member of the executive staff & department leader individually during the first 30 days to ascertain their division's role in the organization. A review of the old structure of the district office to maximize operational efficiency & effective use of technology. The goal was to consolidate & streamline similar functions as appropriate. We have built a culture of high expectations for positive attitude & professionalism in our pursuit of unsurpassed student achievement. It all started at our starved rock retreat & continues today.

Goal 5: It is important to engage parents & community leaders as partners in achieving goals of our school district. I have met with community leaders in civic, faith-based & governmental organizations to solicit their input in achieving the goals of District 205. As your superintendent, I have advocated for our school district & take advantage of opportunities to improve the image of District 205 in our community & the state. We will continue to assess the effectiveness of internal/external communication & continue to utilize technology to communicate with our stakeholders. We face tremendous challenges as we implement the educational reforms that are taking place in our state. We are ready to do the following:

- Ensure that every child is challenged to reach his/her full potential academically, socially, & emotionally in partnership with our learning community; be recognized as a school district that addresses each learner's unique strengths, challenges, & needs to maximize future success; & follow our core values that focus on the learner, environment, continuous improvement, quality employees, innovation & training, the learning community, accountability, timely open communication, & the integrity & respect of all stakeholders. We will continue to Team together to move us forward. Thank you. This concludes my report."

At 7:26p.m., Mrs. Cruz moved, Mrs. Lawrence seconded, to go into **Executive Session** pursuant to Section 2C of the Illinois Open Meetings Act to consider:

EXECUTIVE SESSION

- The appointment, employment, compensation, discipline, performance, or dismissal of specific employees;
- Student discipline;
- Collective negotiating matters, and
- Pending, probable or imminent litigation.

On roll call, Members Cruz, Lawrence, Banks, Butler, Graham, Moody and Whittington voted aye; nay, none; motion passed.

At 10:00 p.m., Mrs. Lawrence moved, Mr. Banks seconded to **Reconvene Regular Session**. On roll call, Members Lawrence, Banks, Cruz, Butler, Graham and Whittington voted aye; nay, none; motion passed.

RECONVENE
REGULAR SESSION

Mrs. Lawrence moved, Mrs. Cruz seconded, to **Approve Notice to Remedy of Licensed Teacher James Drake**. On roll call, Members Lawrence, Cruz, Banks, Butler, Graham and Whittington voted aye; nay, none; motion passed.

NOTICE TO REMEDY
OF LICENSED
TEACHER

Mrs. Lawrence moved, Mrs. Cruz seconded, to **Approve Settlement of Property Tax Appeal 14-31127**. On roll call, Members Lawrence, Cruz, Banks, Butler, Graham and Whittington voted aye; nay, none; motion passed.

SETTLEMENT OF
PROPERTY TAX
APPEAL

Mrs. Lawrence moved, Mr. Butler seconded, to **Approve Settlement of Property Tax Appeal 16-31363**. On roll call, Members Lawrence, Butler, Banks, Cruz, Graham and Whittington voted aye; nay, none; motion passed.

SETTLEMENT OF
PROPERTY TAX
APPEAL

Mrs. Lawrence moved, Mrs. Cruz seconded, to **Approve Termination of Paraprofessional Melvina Norwood**. On roll call, Members Lawrence, Cruz, Banks, Butler, Graham and Whittington voted aye; nay, none; motion passed.

TERMINATION OF
PARAPROFESSIONAL

At 10:04 p.m., Mrs. Lawrence moved, Mr. Banks seconded, to **Adjourn the Meeting**. On roll call, Members Lawrence, Banks, Butler, Cruz, Graham and Whittington voted aye; nay, none; motion passed.

ADJOURNMENT

President

Secretary