

SEMI-ANNUAL REVIEW
OF **CLOSED SESSION** MINUTES

October 22, 2018

March 19, 2018

April 16, 2018

May 21, 2018

June 18, 2018

July 16, 2018

August 20, 2018

**WESTERN SPRINGS PUBLIC SCHOOL DISTRICT
MINUTES OF THE CLOSED SESSION
OF THE BOARD OF EDUCATION**

MARCH 19, 2018

CALL TO ORDER

Ms. O'Connor, President of the Board of Education, called the Closed Session of the Board of Education to order at 8:24 p.m., pursuant to the Open Meetings Act.

ATTENDANCE

The following were present: Mrs. Garvin, Mr. Lettiere, Mr. McLawhorn, Ms. O'Connor, Mrs. Padgett, Mrs. Secord, and Mrs. Sendaydiego. Dr. Brian Barnhart and Dr. Sarah Coffey were also in attendance.

NEGOTIATIONS

Dr. Barnhart presented, and the Board discussed, issues related to impending contract negotiations with the Western Springs Education Association. Ms. O'Connor noted that Board members should think about additional information that would be helpful in their deliberations. The Board will continue to discuss negotiations over the next several months.

PERSONNEL

Dr. Barnhart overviewed three ongoing personnel issues. An interactive discussion ensued, and all agreed that one of these ongoing issues would need to be resolved either through discussions with the WSEA, or via Board action, no later than April. Dr. Barnhart noted that he would continue discussing this issue with the Association, and would keep the Board abreast of developments on each of these personnel issues over the next couple of months.

RETURN TO OPEN SESSION

At 9:02 p.m., Mrs. Padgett moved to return to Regular Session. Mrs. Secord seconded the motion. On roll call, the following voted yes: Mrs. Garvin, Mr. Lettiere, Mr. McLawhorn, Ms. O'Connor, Mrs. Padgett, Mrs. Secord, and Mrs. Sendaydiego.



Brian T. Barnhart, Ph.D.
Board of Education Secretary



Julie O'Connor
Board of Education President

**WESTERN SPRINGS PUBLIC SCHOOL DISTRICT
MINUTES OF THE CLOSED SESSION
OF THE BOARD OF EDUCATION**

APRIL 16, 2018

CALL TO ORDER

Ms. O'Connor, President of the Board of Education, called the Closed Session of the Board of Education to order at 8:1 p.m., pursuant to the Open Meetings Act.

ATTENDANCE

The following were present: Mrs. Garvin, Mr. Lettiere, Mr. McLawhorn, Ms. O'Connor, Mrs. Padgett, Mrs. Secord, and Mrs. Sendaydiego. Dr. Brian Barnhart and Dr. Sarah Coffey were also in attendance.

GOALS REPORTS and PERFORMANCE EVALUATIONS

Drs. Barnhart and Coffey noted their goals reports that were included in this month's materials. It being a full agenda for the evening, in addition to the fact that the past two years goals reports have been handled over a multi-month approach, it was decided to address more detailed or in-depth questions beginning in May. Drs. Barnhart and Coffey touched on a few highlights for the full Board. A short discussion ensued, with Ms. O'Connor noting a plan to continue the discussion, as well as begin the Board's formal performance appraisal process, next month. She overviewed a plan for completing these evaluations over the next couple of months.

COMPENSATION and EVALUATION

Dr. Barnhart overviewed his recommendation for a 3% administrative salary increase pool for the upcoming year, an approach he described for the newer members of the Board that has been utilized for several years. He also provided the Board with some objective salary comparison information that aligned with salary adjustment considerations within the Administrative Team. Distributions within this pool would be tied to performance assessments, as in prior years. An interactive discussion ensued.

Dr. Barnhart then overviewed a plan for non-certified compensation to be increased 3% for the upcoming year. He noted that this is in line with prior year increases, as well as the certified teachers' increase, given that each group is eligible for the annual Pay For Performance increase, which is above-and-beyond these based increases. A short discussion ensued. Dr. Barnhart concluded this discussion by sharing that approval for each of these group increases would be included as action items at our May meeting.

NEGOTIATIONS

Dr. Barnhart presented, and the Board discussed, multiple issues related to impending contract negotiations with the Western Springs Education Association. Ms. O'Connor noted that Board members should think about additional information that would be helpful in their deliberations moving through the summer. Dr. Barnhart concluded this portion of the discussion with a short overview of the negotiation process, at least based on the past

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several negotiations held in District 101. The Board will continue to discuss negotiations over the next several months.


Dr. Barnhart then overviewed a potential referendum down the line, based on a number of related topics, including: Negotiations, Leadership Transition, Local Tax Freeze, Pension Obligation Shift. A short conversation ensued, with Ms. O'Connor noting that this issue would likely be even more timely once we have greater clarity on several of the issues noted above that are outside the Board's locus of control.

PERSONNEL

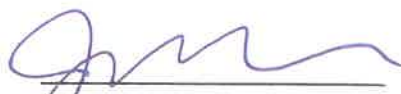
Dr. Barnhart overviewed three personnel issues briefly for the full Board. Members asked a series of questions regarding the plan, process, and timeline associated with the search for a new Associate Director of Special Services, as well as a handful of other miscellaneous personnel questions.

RETURN TO OPEN SESSION

At 9:15 p.m., Mrs. Padgett moved to return to Regular Session. Mrs. Secord seconded the motion. On roll call, the following voted yes: Mrs. Garvin, Mr. Lettiere, Mr. McLawhorn, Ms. O'Connor, Mrs. Padgett, Mrs. Secord, and Mrs. Sendaydiego.



Brian T. Barnhart, Ph.D.
Board of Education Secretary



Julie O'Connor
Board of Education President

**WESTERN SPRINGS PUBLIC SCHOOL DISTRICT
MINUTES OF THE **CLOSED SESSION**
OF THE BOARD OF EDUCATION**

MAY 21, 2018

CALL TO ORDER

Ms. O'Connor, President of the Board of Education, called the Closed Session of the Board of Education to order at 8:29 p.m., pursuant to the Open Meetings Act.

ATTENDANCE

The following were present: Mrs. Garvin, Mr. Lettiere, Mr. McLawhorn, Ms. O'Connor, Mrs. Padgett, Mrs. Secord and Mrs. Sendaydiego. Dr. Brian Barnhart and Dr. Sarah Coffey were also in attendance.

Administrative Issues

Dr. Barnhart and Ms. O'Connor overviewed an administrative issue that the Board would be asked to consider this evening during Closed Session. Dr. Barnhart responded to numerous questions from the Board regarding Dr. Nadler's request for reimbursement of expense associated with courses in which she enrolled. At the Board's request, Dr. Barnhart exited Closed Session at 8:51 pm. Dr. Nadler entered closed session at this same time.

Dr. Nadler discussed with the Board her request for reimbursement, and responded to numerous questions from the Board regarding facts and circumstances surrounding the situation. Dr. Nadler exited the Closed Session at 9:12 pm.

Dr. Barnhart re-entered the meeting at this time. Ms. O'Connor led the Board through a discussion of the topic, including perspectives held by individual members on the matter. Among other things, the Board discussed its responsibility to manage taxpayer money. Based on its discussions with Dr. Nadler, the Board concluded there was no clear obligation for the District to pay the full amount requested by Dr. Nadler. The Board did discuss that the administrators are entitled to \$1,000 per year of continuing education and given that Dr. Nadler did not use that amount in school year 2016-2017 or 2017-2018, the Board was supportive of Dr. Barnhart's recommendation to agree to reimburse Dr. Nadler for \$2,000 of the total expense she incurred to enroll in online courses in early February 2018. It was agreed that following the end of the school year, Ms. O'Connor would communicate to Dr. Nadler the Board's conclusion and rationale for that conclusion, and would report back to Dr. Barnhart.

Dr. Barnhart overviewed a number of personnel issues with the Board, including a request for tuition assistance from a member of the administrative team. Board members asked

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questions as to the past practices related to such a request, and an interactive discussion ensued. He went on to share developments related to the expected retirement of an administrative team member in the future, and previewed an expected hiring recommendation the Board could anticipate later in the summer. While both of these discussions were brief, each was peppered with Board member questions.

WSEA Grievances

Dr. Barnhart updated the Board on two grievances filed by the Western Springs Education Association. Each of these is expected to be closed in satisfactory fashion relatively soon, he noted.

Administrative Compensation

Dr. Barnhart and Dr. Coffey overviewed elements of administrative compensation. Ms. O'Connor shared that the Board should plan to discuss performance assessments in greater detail in June. She also noted that the Board will take about thirty minutes together during the June meeting to discuss performance assessments for the Superintendent and Assistant Superintendent for the just-completed school year.

Legislation and TTO

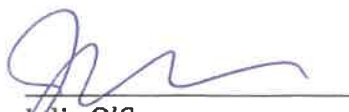
Dr. Barnhart overviewed some potential legislation that would drastically impact how the TTO political situation might evolve. A short interactive discussion followed.

RETURN TO OPEN SESSION

At 9:47 p.m., Mrs. Gavin moved to return to Regular Session. Mr. McLawhorn seconded the motion. On roll call, the following voted yes: Mrs. Garvin, Mr. Lettiere, Mr. McLawhorn, Ms. O'Connor, Mrs. Padgett, Mrs. Secord, and Mrs. Sendaydiego.



Brian T. Barnhart, Ph.D.
Board of Education Secretary



Julie O'Connor
Board of Education President

**WESTERN SPRINGS PUBLIC SCHOOL DISTRICT
MINUTES OF THE CLOSED SESSION
OF THE BOARD OF EDUCATION**

JUNE 18, 2018

CALL TO ORDER

Ms. O'Connor, President of the Board of Education, called the Closed Session of the Board of Education to order at 8:06 p.m., pursuant to the Open Meetings Act.

ATTENDANCE

The following were present: Mrs. Garvin, Mr. Lettiere, Mr. McLawhorn, Ms. O'Connor, Mrs. Padgett, Mrs. Secord and Mrs. Sendaydiego.

Performance Assessment

Ms. O'Connor led the Board through the process of compiling feedback for the creation of performance assessments for Superintendent Barnhart and Assistant Superintendent Coffey. The Board discussed performance in the areas of educational leadership, staff and personnel relationships, business and finance, community relations, relationship with the Board and personal qualities. The Board also discussed issues relating to school improvement, and other topics specific to their job responsibilities. Following a lengthy and interactive discussion, the Board concluded that Drs. Barnhart and Coffey are both very strong in all performance areas and have the full confidence of the Board. During its discussion, the Board identified areas of particular focus for ongoing development, and Ms. O'Connor agreed to discuss the Board's feedback in separate meetings with Dr. Barnhart and Dr. Coffey. At that time, Ms. O'Connor will also convey the Board's request for a comprehensive action plan to strengthen the McClure Language Arts program. Ms. O'Connor will brief the Board on her discussions with Drs. Barnhart and Coffey at the July Board meeting.

Dr. Barnhart and Dr. Coffey entered the Closed Session at 8:46 pm.

Personnel Issues

Dr. Barnhart updated the Board on a number of personnel issues, most of which had been discussed previously with them at prior months' meetings.

Administrative Performance Assessments

Dr. Barnhart and Dr. Coffey discussed with the Board, their performance assessments of each member of the Administrative Team for the just-completed school year. They discussed performance relative to topics of school improvement efforts, learning environment impact, leadership and management balance, team interactions and succession planning. The Board engaged in an interactive discussion, with several questions being presented for clarification purposes. Board members also asked questions about

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specific events that occurred throughout the school year as context was provided to better understand performance and effectiveness.

Negotiations Preparation

Dr. Barnhart and Dr. Coffey made an extensive data presentation on what they believe to be the most likely salient issues to be discussed and negotiated with the WSEA in late-fall/early-winter. Topics overviewed included comparative information related to salary, benefits (with detailed information provided on healthcare topics), retirement, stipends, and overall budgetary impact. A lengthy and interactive discussion was held. This presentation was followed by Dr. Barnhart providing the Board with historical information pertaining to "negotiations processes" that have been in place during past negotiations. It was agreed that Board members would consider three major related issues in the months to follow:

- What additional information would be useful in preparation for negotiations?
- What processes would the Board like to see continued or changed for this year's negotiations with WSEA?
- What should be done with the information provided to the Board this evening?

Goals Reports

Dr. Barnhart and Dr. Coffey briefly touched on their respective Goals Reports provided to the Board in April and May. No further questions seemed pertinent to Board members at this time.

RETURN TO OPEN SESSION

At 9:44 p.m., Mrs. Gavin moved to return to Regular Session. Mr. McLawhorn seconded the motion. On roll call, the following voted yes: Mrs. Garvin, Mr. Lettiere, Mr. McLawhorn, Ms. O'Connor, Mrs. Padgett, Mrs. Secord, and Mrs. Sendaydiego.

Brian T. Barnhart, Ph.D.
Board of Education Secretary

Julie O'Connor
Board of Education President

**WESTERN SPRINGS PUBLIC SCHOOLS
BOARD OF EDUCATION, DISTRICT 101
MINUTES OF THE CLOSED SESSION**

JULY 16, 2018

CALL TO ORDER

Ms. O'Connor, President of the Board of Education, called the Closed Session of the Board of Education to order at 7:34 p.m., pursuant to the Open Meetings Act.

ATTENDANCE

The following were present: Mrs. Garvin, Mr. McLawhorn, Ms. O'Connor, Mrs. Padgett, Mrs. Secord and Mrs. Sendaydiego. Dr. Brian Barnhart and Dr. Sarah Coffey were also in attendance. Mr. Lettiere was absent.

Retirements

Drs. Barnhart and Coffey provided the Board with an overview of likely additional retirement requests that the Board may receive over the next several months, specifically driven by the new legislation limiting pre-retirement incentives. Additionally, they shared an overview document that identified likely budgetary implications for members already in the retirement track. A lengthy interactive discussion ensued, primarily related to the impact on future budgets and next year's teacher contract negotiations.

Evaluations

At the June meeting, the Board discussed in closed session the performance of Drs. Barnhart and Coffey, with the next step being for Ms. O'Connor to meet separately with each of Dr. Barnhart and Dr. Coffey to provide the Board's feedback. Ms. O'Connor updated the full Board on the separate conversations she had with Drs. Barnhart and Coffey on their 2017-18 performance evaluations. She shared that she communicated the views of the Board that both administrators are high performers, and she discussed areas of focus for each of them in 2019, including certain activities in preparation for the ultimate transition from Dr. Barnhart to Dr. Coffey as superintendent.

RETURN TO OPEN SESSION

At 8:50 p.m., Mrs. Secord moved to return to Regular Session. Mrs. Sendaydiego seconded the motion. On roll call, the following voted yes: Mrs. Garvin, Mr. McLawhorn, Ms. O'Connor, Mrs. Padgett, Mrs. Secord, and Mrs. Sendaydiego.



Brian T. Barnhart, Ph.D.
Board of Education Secretary



Julie O'Connor
Board of Education President

**WESTERN SPRINGS PUBLIC SCHOOLS
BOARD OF EDUCATION, DISTRICT 101
MINUTES OF THE CLOSED SESSION**

AUGUST 20, 2018

CALL TO ORDER

Ms. O'Connor, President of the Board of Education, called the Closed Session of the Board of Education to order at 7:53 p.m., pursuant to the Open Meetings Act.

ATTENDANCE

The following were present: Mrs. Garvin, Mr. Lettiere, Ms. O'Connor, Mrs. Padgett, Mrs. Secord and Mrs. Sendaydiego. Dr. Brian Barnhart and Dr. Sarah Coffey were also in attendance. Mr. McLawhorn has been delayed due to a train stoppage and was expected to join the meeting shortly.

Personnel

Dr. Barnhart overviewed a draft contract agreement regarding continuing education support requested by Mrs. DeBartolo. The agreement was reviewed by legal counsel. A lengthy and interactive discussion ensued, with Dr. Barnhart receiving direction from the Board on revisions to the draft agreement. Following these revisions, the Board requested that Dr. Barnhart share the revised agreement with Mrs. DeBartolo.

Negotiations

Drs. Barnhart and Coffey overviewed two local contract negotiations, as these are likely models to be followed by IEA and WSEA, in our upcoming teacher contract discussions which are expected to begin in early 2019. A short interactive discussion followed.

RETURN TO OPEN SESSION

At 8:05 p.m. Ms. O'Connor moved to return to Regular Session. Mrs. Padgett seconded the motion. On roll call, the following voted yes: Mrs. Garvin, Mr. Lettiere, Ms. O'Connor, Mrs. Padgett, Mrs. Secord, and Mrs. Sendaydiego.



Brian T. Barnhart, Ph.D.
Board of Education Secretary



Julie O'Connor
Board of Education President