CALL TO ORDER
The regular meeting of the Rockford Board of Education was called to order by
President Nancy Kalchbrenner at 5:10 p.m.

ROLL CALL
Present: President Nancy Kalchbrenner, Vice President Alice Saudargas
(participated via telephone conference speaker phone), Secretary
David L. Kelley, Mr. Robert J. Evans, Mrs. Karol Hammond (arrived
7:15 p.m.), Mr. Jay A. Nellis, Mr. Michael J. Williams

CLOSED SESSION
Motion by Mr. Evans, seconded by Mr. Nellis, that the Board hold a Closed Session
in Room #403 to consider the appointment, compensation, discipline, performance or
dismissal of employees; the discipline of students; pending or imminent litigation; or other
matters provided for pursuant to §2 (c) of the Open Meetings Act.
Approved unanimously on roll call.

The Board was in closed session from 5:12 p.m. until 7:38 p.m.

OPEN SESSION
Motion by Mr. Williams, seconded by Mrs. Kalchbrenner, that the Board
reconvene in Open Session.
Approved on voice vote.

Following the closed session, President Kalchbrenner made the following statement:
The Board in closed session considered the appointment, compensation, discipline,
performance or dismissal of employees; the discipline of students; pending or imminent litigation; or
other matters provided for pursuant to §2 (c) of the Open Meetings Act. Action will be taken on
thirteen items in open session.

RECESS
Motion by Mr. Williams, seconded by Mrs. Hammond, that the meeting be recessed
at 7:39 p.m. until 7:45 p.m.
Approved on voice vote.

CALL TO ORDER
President Nancy Kalchbrenner called the regular meeting of the Rockford Board of
Education to order at 7:50 p.m.
MOMENT OF SILENCE & PLEDGE OF ALLEGIANCE
Following a moment of silence, the Pledge of Allegiance was given.

ROLL CALL
Present: President Nancy Kalchbrenner, Vice President Alice Saudargas (participated via telephone conference speaker phone), Secretary David L. Kelley, Mr. Robert J. Evans, Mrs. Karol Hammond, Mr. Jay A. Nellis, Mr. Michael J. Williams

Mrs. Kalchbrenner asked the cameraman to introduce himself; whereupon, Brian Bentley stated that he and Jeremy Belknap, Auburn High School students, would be broadcasting this evening’s Board meeting. On behalf of all the Board members, Mrs. Kalchbrenner expressed her appreciation to them for their assistance.

PETITIONS & COMMUNICATIONS
1. Mark Thompson, 7235 Sue Lane, Rockford, IL, questioned the credibility of the administration and urged them to vote no on outsourcing custodians.
2. Bob Seedoff, 3520 Thelma St., Rockford, IL, held up certificates he received from the district for the training he received for his job as a building custodian, and spoke in opposition to outsourcing.
3. Scott Suma, 554 Homestead Ln., Rockford, IL, teacher, voiced support for the custodial staff, adding that the people of Rockford owe them a debt of gratitude. He encouraged the Board not to outsource and asked them to find a more creative way to reduce the deficit.
4. Janice Schmitt, 1190 Revere Ridge Rd., Rockford, IL, spoke in support of reinstating the 7th hour and listed the following courses that were discontinued a year ago in an effort to cut the deficit: AP micro economics; German V, VI, VII & VIII; band; communications; computers; foreign languages; tech ed; graphics; literacy lab; orchestra; publications yearbook; dance; drama; general music; upper level history and science courses; visual arts; vocal music and more.
5. Elaine Parham, 1909 Kilburn Ave., Rockford, IL, spoke in support of restoring the 7th hour citing the fact that tests indicate the need for that school period. Enrollment figures over the past 12 years indicate that the community’s commitment to Rockford Schools has greatly decreased. On behalf of Rockford schools’ PTOs, they asked that a way to reconstitute the use of available resources be found so that the 7th hour can be restored.
6. Kelly Hribal, 2009 Glenwood, Rockford, IL, stated that the RBMA has tried to meet the district half way in their negotiations, and showed that invoices from outsourced snowplowing companies indicate that outsourcing does not work.
7. Jeff Phelan, 2414 Windridge Ct., Rockford, IL, president of RBMA, stated that if outsourcing doesn’t work for a few people as in snowplowing, how could it work for 186 employees. He added that they are trying very hard to bargain in good faith
and asked that the Board postpone the vote scheduled for this evening.

8. Connie Bland, 3640 Zermatt Cr., Rockford, IL, stated that Auburn High School has been selected as a semi-finalist in the competition for the college boards annual inspiration awards. If they win, they hope to use their award to pay for a couple extra AP courses. This is an effort to restore some of the courses taken away when the Board voted unanimously to cut $16.5M from the education budget and put 400 educators out of work. She could not understand how the decision to outsource 186 custodians is more painful than 400 educators and hundreds more in prior years. She reminded the Board that their mission is education.

9. Bradley Smith, 5235 Arbutus Rd., Rockford, IL, as an unbiased individual who has worked for a contract cleaning company, spoke of the undesirable repercussions of doing so. He felt the community would not want outsourcing to people with little or not work ethic who are anti-social. Current employees know the buildings, are an extra security measure, trustworthy and work for management that cares about them.

10. Brad Gillis, 4586 Luna Dr., Rockford, IL, stated that if the district were to accept their latest union concession and a new RBMA contract went into effect as of March 1st compared to outsourcing in June, an additional $500,000 would be saved. He spoke to the facilities manager at School District 115 and was told that SBM has had 100% turnover since June, custodians are paid less than SBM stated and are doing a very poor job.

11. Zuri Moore, 325 N. Independence Ave., Rockford, IL, on behalf of the students at Haskell Academy PTO, stated that this week is School Board Recognition week and presented a certificate of recognition to each Board member.

12. Jill Faber, 5462 Rickswood, Rockford, IL, teacher, spoke in favor of Dr. Thompson and thanked him for putting together a Discipline Policy with the point system. This has given teachers new hope because to continue to do the same thing does not work. It is a badge of honor to be suspended from school. She added that the district owes those kids the right to be in school and to teach them self-discipline.

13. Kevin Petrie, 202 W. Center, Mt. Morris, IL, stated that the Board does not have the facts and the RBMA does not have enough people to come to $3.5M in concessions. He asserted that administration was not bargaining in good faith.

14. Susan Armellani, 453 Greenspire Dr., Rockford, IL, teacher, conveyed her experiences in supervising low paid employees similar to those hired by SBM. The turnover rate was over 80% because of the low pay, and they had no commitment to the company. She felt that it would cost the district more than they realized to outsource.

15. Jeff Norris, 5412 Harvey Rd., Rockford, IL, asked the Board not to outsource the building custodians. Harlem’s attempt to do this failed. Children like to see familiar faces, and our custodians interact with the students. He asked the Board to vote no to outsourcing the custodian contract.
16. Angela Wartowski, 8 Jacoby Pl., Rockford, IL, teacher, listed many names in support of the return of the 7th period.

17. Jerry Walker, 3772 Gina Terr., Rockford, IL, building engineer, asked the Board to say no to outsourcing and presented petitions from parents, teachers and RBMA employees who will not work for SBM.

18. Dana Pierce, 619 Napoleon St., Rockford, IL, expressed concern about violence in school and told about her son being assaulted for his money and set on fire by another student. This act was done at random and was not provoked. She was fearful that the perpetrator would be allowed back in school.

19. Tamara Watkins, 2118 Kilburn Ave., Rockford, Il, asked Dr. Thompson why he has visited Lewis Lemon only twice and spoke in support of the direct instruction curriculum.

BOARD MEMBER COMMENTS

Mr. Williams introduced Mr. Shep Blumenthal who, together with Dr. Sharp, is one of the founders of Solutions Thinking for Excellence. This is an effective program for addressing the behavior and attitudes of students. Mr. Williams stated that the Alternative School proposed by administration is not the answer. In his research, he could find no model like the Alternative School being proposed. That program is punitive, not a help and would simply be a dumping ground. Solutions Thinking is effective, as shown by the testimonials of two district principals on the tape that Mr. Williams will show later in the meeting. The proposed Alternative School program will be sent to the Education Committee but research has proved that this program is not effective.

Mrs. Kalchbrenner acknowledged that Rockford has received an unusual amount of snow that even affected city snow plowing. She asked that the district and schools work on developing communication about the schools’ snow plowing needs and its oversight.

Mrs. Kalchbrenner congratulated Guilford High School who took third place in the snow-sculpting event recently and to all the other high schools who took part.

CONSENT ITEMS

Motion by Mr. Williams, seconded by Mr. Kelley, that the Board approve the following consent items (Items T. Closed Session Items: Student Discipline - KK#11 and X. Closed Session Items: Administrative Appointments were previously removed from the Agenda by administration):

A. Approval of Minutes – January 8 & 11, 2005
B. Personnel
C. Payroll
D. Accounts Payable Checks
E. Purchase Orders
F. Contracts $10,000 & Under
G. Airfare
H. **Recurring Contracts:**
   Group Health Insurance Contract Renewals/Plan Year 2005

I. **Acceptance of Grants:**
   Health Literacy Research Project Team

J. **Closed Session Items:**
   Student Discipline
   SH#1
   That the student whose case was heard in closed session be suspended for ten
days out of school.

K. **Closed Session Items:**
   Student Discipline
   KK#2
   That the student whose case was heard in closed session be expelled from
   school and all school-sponsored activities and prohibited from being on school
   grounds without the prior written permission of the principal for the remainder of
   the 2004-2005 school year, with recommendation for alternative placement, and the
   ten (10) day suspension is affirmed.

L. **Closed Session Items:**
   Student Discipline
   CS#3
   That the student whose case was heard in closed session be expelled from
   school and all school-sponsored activities and prohibited from being on school
   grounds without the prior written permission of the principal for the remainder of
   the 2004-2005 school year, with recommendation for alternative placement, and the
   ten (10) day suspension is affirmed.

M. **Closed Session Items:**
   Student Discipline
   DS#4
   That the student whose case was heard in closed session be expelled from
   school and all school-sponsored activities and prohibited from being on school
   grounds without the prior written permission of the principal for the remainder of
   the 2004-2005 school year and the entire 2005-2006 school year, with
   recommendation for alternative placement, and the ten (10) day suspension is
   affirmed.

N. **Closed Session Items:**
   Student Discipline
   CL#5
   That the student whose case was heard in closed session be expelled from
   school and all school-sponsored activities and prohibited from being on school
   grounds without the prior written permission of the principal for the remainder of
   the 2004-2005 school year and the entire 2005-2006 school year, with
recommendation for alternative placement, and the ten (10) day suspension is affirmed.

O. **Closed Session Items:**
   Student Discipline
   KP#6
   That the student whose case was heard in closed session be expelled from school and all school-sponsored activities and prohibited from being on school grounds without the prior written permission of the principal for the remainder of the 2004-2005 school year and the entire 2005-2006 school year, with recommendation for alternative placement, and the ten (10) day suspension is affirmed.

P. **Closed Session Items:**
   Student Discipline
   MG#7
   That the student whose case was heard in closed session be expelled from school and all school-sponsored activities and prohibited from being on school grounds without the prior written permission of the principal for the remainder of the 2004-2005 school year and the entire 2005-2006 school year, with recommendation for alternative placement, and the ten (10) day suspension is affirmed.

Q. **Closed Session Items:**
   Student Discipline
   QB#8
   That the student whose case was heard in closed session be expelled from school and all school-sponsored activities and prohibited from being on school grounds without the prior written permission of the principal for the remainder of the 2004-2005 school year and the entire 2005-2006 school year, with recommendation for alternative placement, and the ten (10) day suspension is affirmed.

R. **Closed Session Items:**
   Student Discipline
   NB#9
   That the student whose case was heard in closed session be expelled from school and all school-sponsored activities and prohibited from being on school grounds without the prior written permission of the principal for the remainder of the 2004-2005 school year, with recommendation for alternative placement, and the ten (10) day suspension is affirmed.

S. **Closed Session Items:**
   Student Discipline
   CL#10
   That the student whose case was heard in closed session be expelled from school and all school-sponsored activities and prohibited from being on school
grounds without the prior written permission of the principal for the remainder of the 2004-2005 school year, with recommendation for alternative placement, and the ten (10) day suspension is affirmed.

U. **Closed Session Items:**
   Student Discipline
   CLJ#12
   That the student whose case was heard in closed session be expelled from school and all school-sponsored activities and prohibited from being on school grounds without the prior written permission of the principal for the remainder of the 2004-2005 school year, with recommendation for alternative placement, and the ten (10) day suspension is affirmed.

V. **Closed Session Items:**
   Student Discipline
   TB#13
   That the student whose case was heard in closed session be expelled from school and all school-sponsored activities and prohibited from being on school grounds without the prior written permission of the principal for the remainder of the 2004-2005 school year, with no recommendation for alternative placement, and the ten (10) day suspension is affirmed.

W. **Closed Session Items:**
   Notice to Remedy

Y. **Other Consent Items:**
   Interest Transfer from Working Cash
   Monthly Investment Report - December 2004
   Financial Results – Year-to-Date, December 2004
   Resolution Authorizing and Directing Preparation of Tentative 2005/2006 Budget

*Items pulled for further clarification:*

H. **Recurring Contracts:** by Mr. Williams
   Individual Memorandum of Understanding between Boone/Winnebago Workforce Investment Board and Rockford Board of Education/Roosevelt Community Education Center

*Telephone connection with Mrs. Saudargas was interrupted at 8:36 p.m.*

*Approved unanimously on roll call.*
ITEM H. Recurring Contracts: Individual Memorandum of Understanding between Boone/Winnebago Workforce Investment Board and Rockford Board of Education/Roosevelt Community Education Center

Motion by Mr. Kelley, seconded by Mr. Evans, to approve Item H. Recurring Contracts: Individual Memorandum of Understanding between Boone/Winnebago Workforce Investment Board and Rockford Board of Education/Roosevelt Community Education Center.

Mr. Williams stated that he asked to pull this item because of a potential conflict of interest.

Ayes: Mr. Evans, Mrs. Hammond, Mrs. Kalchbrenner, Mr. Kelley, Mr. Nellis,
Abstain: Mr. Williams
Approved 5-0 with one abstention.

SUPERINTENDENT'S REPORT

A. Superintendent's Comments
Dr. Thompson stated that in a continuing effort to present reports to the Board in a systematic and periodic fashion, Mr. Hoffman would give an update on the Fund 10 budget for the 2\textsuperscript{nd} quarter of the fiscal year and a short presentation on the RBMA’s latest proposal.

Telephone connection with Mrs. Saudargas was re-established at 8:40 p.m.

Mr. Hoffman outlined the economics of the most recent proposal by the RBMA. Decrease in costs to the district:

1. The elimination of building checks resulting in a savings to the district of $76,322.
2. Two different rates of wage reductions from the current base, i.e., 10% reduction on the base rate of the custodial staff resulting in a savings of $622,273; and 2% reduction on the base rate of the rest of RBMA (trade, mechanics, distribution center, truck drivers and some data analysts) resulting in a savings of $69,805. The total reductions on the wage scale are $692,078.
3. Insurance premium contributions: increase RBMA members with single coverage from $0 to $150/mo. and those with family coverage from $35/mo. to $285/mo. The total savings to the district on insurance premiums results in $675,000.

The total of all three items results in a savings to the district of $1,443,400.
Increase in costs to the district:

1. **Early Retirement Incentive:** A one-time, lump sum payment of $75 for each year of IMRF service to RBMA employees at time of retirement. Over 20 RBMA employees would retire in the first year with a total of 32 retiring over the life of the three-year contract resulting in a cost to the district of $37,125 for the first year.

2. **Lifetime monthly supplement of $10/mo. for each year of IMRF service.** This results in a cost to the district $59,400 for those RBMA employees retiring in the first year. Two RBMA employees would retire in the second year and seven would retire in the third year.

3. **Health Insurance:** In order participate in the early retirement, the individual must be between 55-65 years old and have 15 years of service with the district. The RBM proposal asks that health insurance coverage be provided for retirees up to the age of Medicare eligibility. At the current rate for health insurance, costs would increase by $242,650.

**Second Pay Scale:** All new RBMA employees hired after approval of this contract would be hired at a 12% reduction to both the 10% and 2% reductions on the base rates. This potentially would save the district approximately $250,000 in the first year.

The results of all of the above would result in a net reduction of $1,342,261.

B. **FY05 Budget Update**

Mr. Hoffman stated that this budget is focused on Funds 10 (General Education Fund) and 17 (Special Education Fund). The approved budget has an operating deficit of $2,122.7M.

Revenue adjustments were made as follows:

<table>
<thead>
<tr>
<th>Property Tax Revenue</th>
<th>Corporate Replacement Property Tax Revenue</th>
<th>Interest Revenue</th>
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</thead>
<tbody>
<tr>
<td>Budget based on 2.5% growth in EAV for 2004</td>
<td>Budget based on 90% of actual FY03 receipts</td>
<td>YTD unrestricted receipts 30% greater than prior year YTD</td>
</tr>
<tr>
<td>Budget based on 98.5% collection rate</td>
<td>FY04 revenue was $14.3M</td>
<td>Forecast conservative at 20% increase</td>
</tr>
<tr>
<td>County calculates EAV growth at 3.24% for 2004</td>
<td>FY05 budget is $11.3M</td>
<td></td>
</tr>
<tr>
<td>Adjusted EAV growth to 3.24%</td>
<td>FY05 state estimate is $15.7</td>
<td></td>
</tr>
<tr>
<td>Forecast adjusted collection rate to 99%</td>
<td>YTD receipts 5.2% greater than prior year YTD</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Forecast based on 95% of state estimate</td>
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<tr>
<td></td>
<td>Forecast is 4.4% greater than FY04 actual</td>
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</table>
Based on the above adjustments, budgeted revenues increased by $4,267M to $175.5M.  

Expenditure adjustments were made as follows:

- Full-time equivalents (FTEs) as on December 31, 2004, increased 27.4K over the budgeted number, thereby increasing the budgeted expenditures by $996.7K.
- Budgeted severance pay for certified staff increased by $1.250M.
- Budgeted pay for staff on leave is anticipated to increase by $250K.
- Budgeted expenditures for substitutes have been decreased by $412.7K as a result of the low number of vacant positions.
- Budgeted expenditures for stipends, differentials and overtime have been decreased by $168.9K.

Based on the above adjustments, budgeted expenditures increased by $1,865M to $175.2M.

As a result, the budgeted deficit of $2.122.7M in these two funds decreased by $2.402M to $279.5K.

**COMMITTEE REPORTS**

**EDUCATION COMMITTEE:**
Mrs. Saudargas reported that the Education Committee would be meeting at 5:00 p.m. on Tuesday, February 1 in Room 207. The topic for discussion will be the Alternative Program that was presented at the last Board meeting.

The Student Assignment Advisory Committee meetings are temporarily suspended until the results of the survey have been received.

**OPERATIONS COMMITTEE:**
Mr. Nellis reported that the Operations Committee last met on January 18 wherein they received reports on the FY05-06 revenue projections and new insurance rates.

The next Operations Committee meeting is scheduled for 5:00 p.m. on Monday, January 31 in Room 207.

**ACTION ITEMS**

A. **Flinn Middle School Proposal for a Student Uniform Policy**
   Motion by Mr. Nellis, seconded by Mr. Williams, to approve the Flinn Middle School Proposal for a Student Uniform Policy.
   Ms. Strothoff reported that 49% of the parents returned the surveys of which 73% of them favored school uniforms and 6% were undecided.
   **Approved** unanimously on roll call.

B. **Privatization of Custodial Services**
   Motion by Mr. Evans, seconded by Mr. Nellis, to postpone consideration of Privatization of Custodial Services to the next regularly-scheduled Board meeting.
Mr. Evans stated that there has been a movement in the bargaining positions; however, $1.4M in concessions is insufficient. Since both sides are still talking, he felt it best that they continue to do so. He recommended that the two groups meet as quickly and as often as possible until the next Board meeting.

Mrs. Saudargas agreed, adding that a decision will have to be made at the next Board meeting.

Approved unanimously on roll call.

C. Student Assignment Survey

Motion by Mrs. Saudargas, seconded by Mrs. Hammond, to approve the Student Assignment Survey.

Dr. Thompson thanked the Education Committee and the subcommittee headed by Dr. Shaheen for their work over the last several weeks. This is a survey to ascertain how parents in the district feel about the district's current choice system or would prefer a more predictable zone system. It is now being brought to the Board in response to their wish to see the survey prior to its distribution.

Mr. Williams stated that Mrs. Saudargas had sent comments from the committee to the Board members and inquired whether such comments were taken into consideration.

Mrs. Hernandez responded that she had checked with Mr. Cowen, and he sent the final version of the survey to her.

Mrs. Saudargas stated that is was her understanding there was to be a place on the survey for any additional comments the parents may want to make. Dr. Thompson assured her that it was on the form. Mrs. Saudargas thought the survey looked good and acknowledged Dr. Shutt and Mr. Cowen for their hard work.

Mrs. Kalchbrenner stated that she understood the purpose of the committee and survey was to obtain input from the community and parents. There was some concern that the survey should be more specific about what already exists in schools but the district preferred that it be more open-ended for input from the community. There is a time issue to get the survey out to the parents as soon as possible.

Ayes: Mr. Evans, Mrs. Hammond, Mrs. Kalchbrenner, Mr. Kelley, Mr. Nellis, Mrs. Saudargas

Nays: Mr. Williams

Approved 6-1.

D. Sanitary Sewer Easement – Kennedy/Haight Schools

Motion by Mr. Nellis, seconded by Mr. Williams, to approve the Sanitary Sewer Easement – Kennedy/Haight Schools.

Approved unanimously on roll call.
E. Addition of “Superintendent Goal” to Executive Summary
   Motion by Mrs. Saudargas, seconded by Mr. Evans, to approve the Addition of “Superintendent Goal” to Executive Summary.
   Approved unanimously on roll call.

OTHER BUSINESS/NEW BUSINESS/AGENDA RECOMMENDATIONS

A. Conklin Elementary School’s Proposal for a School Uniform Policy
   Ms. Quinn reported that Conklin started this process last May, and a survey was sent to their parents in time for registration. Out of a total of 275 families at Conklin, 221 families favored school uniforms and 50 families were against this policy. Since September 9, there have been 20 new families at Conklin and approximately 70% of those families preferred uniforms.

B. Kennedy Middle School’s Proposal for a School Uniform
   Ms. Kallstrom reported that she and her staff support the policy of school uniforms. Conklin is a feeder school into Kennedy, and uniforms continuing into Kennedy would bring a consistency from elementary to middle school. The uniforms would be similar at both schools. A survey was presented to all 6th and 7th grade parents at registration and 95% of the families participated. Of those parents, 73% of them approved school uniforms.

C. Summerdale School’s Proposal for a School Uniform
   Ms. Roman reported that Summerdale has a discipline program called PBIS, and a suggestion from one of the teams was to institute a uniform policy. The staff supports this policy 100%. Out of 120 surveys returned, 76% were in favor and 24% were against a school uniform policy.

D. Snow Days
   Dr. Thompson stated that because of inclement weather school had been cancelled on January 5 and 6. In accordance with the Illinois School Code, those days have to be made up, and Dr. Thompson recommended that those days be made up on March 7, Casimir Pulaski Day, and June 6. This would also give the students another day of instruction before the standardized tests are given.

E. Board Policy 4.110 – Operational Services – Transportation
   Dr. Thompson stated that this is an update on the policy for transportation. Changes reflect language required by the Illinois School Code and suggested by IASB. One important addition is language stating that no school employee may transport students in school or private vehicles unless authorized by administration.
F. Board Policy 7.150 – Students – Student and Family Privacy Rights
   Dr. Thompson stated that this policy is required by statute, and it addresses student
   and family privacy rights in a variety of areas. This would help clarify for the district’s
   administrators exactly what can or cannot be done regarding students’ rights.

G. Board Policy 7.165 – Students – School Uniforms
   Dr. Thompson stated that as demonstrated tonight uniforms are becoming a
   popular item in schools. This will outline common policies and it talks about different
   things that may or may not be appropriate in school uniform attire.

H. Solution Thinking for Excellence
   Mr. Williams stated that this program is in place in many of the district’s
   elementary schools. The testimonials in this video are very moving, and he felt that this
   program should be replicated if the district is serious about changing the climate of a
   school and the attitudes of children. This approach has been endorsed through the Rotary
   in Rockford and has received international attention. Mr. Williams stated that the district
   needed to take a different look at addressing the discipline problems Dr. Thompson
   enumerated in his proposal for an alternative school. This program, however, would most
   likely not fit at the middle and high school levels. Although he supported an alternative
   school, he would not endorse one based on placing students involuntarily as a punishment.
   Also, research does not support this. It was also suggested that an alternative school be
   established at the elementary level where this draconian punishment would be imposed. A
   program (Solutions Thinking) is available that would change behavior, attitudes and
   improve the school climate, so there should be no need for a penal institution type of model.

   (At this time, a video of Solution Thinking for Excellence was shown depicting
   students in Washington Communication Academy, Lathrop School with endorsements by
   Principals Pam Hilgert, Kristine Schach and the president of REA, Molly Phalen.)

I. Freedom of Information Log.

ADJOURNMENT
   Motion by Mr. Williams, seconded by Mr. Nellis, that the meeting be adjourned at
   9:42 p.m.
   Approved on voice vote.

PRESIDENT    Nancy Kalchbrenner/S/
              Nancy Kalchbrenner

SECRETARY    David L. Kelley /S/
              David L. Kelley

APPROVED 2-8-05
           dm