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**School District 428 Emergency Board of Education Meeting  
Minutes  
August 26, 2013**

An emergency Board meeting of School District 428 Board of Education was held on Monday, August 26, 2013 at 10:00 a.m., in the conference room at the Illinois Department of Juvenile Justice - Aftercare located at 100 N. Western, Chicago, IL 60612.

The meeting was called to order at approximately 10:04 a.m., by President Arthur D. Bishop. Present in the meeting were Board members: Arthur D. Bishop-Director of Juvenile Justice, James Gunnell, Carl Ellis, Donald Smoot and Anthony Grady. Others present were Beth Compton-Legal Counsel and Delores McKinney-Administrative Assistant and Rick Gravatt and by phone Mary Reynolds- Chief of Governmental Affairs and Era Laudermilk-Chief of Staff.

The Board met in closed session pursuant to the Open Meetings Act 5 ILCS 120/2(c)(1).

A motion was made to go into closed session by Mr. Gunnell and seconded by Mr. Smoot, the motion was carried. The meeting went into closed session at 10:08 a.m. The closed session was recorded as required by law. Mr. Gunnell made a motion to come out of closed session and was seconded by Mr. Smoot, the motion was carried. The meeting came out of closed session at 11:41 a.m.

The open meeting resumed at 11:50 a.m. and phone line was opened for Mary Reynolds and Era Laudermilk.

**Minutes:** The open session began with a motion by Mr. Smoot that Dr. Kye Gaffey be terminated from his position as Superintendent of School District 428 with the Illinois Department of Juvenile Justice. The motion was second by Mr. Grady, the motion was carried. A motion was made by Mr. Gunnell that Mr. Rick Gravatt serve as Acting Superintendent of School District 428 with the Illinois Department of Juvenile Justice until June 30, 2014. The motion was second by Mr. Smoot, the motion carried.

President Arthur Bishop opened the floor for comments for acting Superintendent of School District 428, Rick Gravatt. The Board extended a hand of welcome to Mr. Gravatt in his new position.

Areas of interest and concern for Board members were:

- One day look into site visits.
- What is Mr. Gravatt's purpose and plan for school district and board?

- What facility would Mr. Gravatt be housed in, and will serve as his main office?
- Does Mr. Gravatt understand the severity and the responsibility that he is about to undertake?
- What does Mr. Gravatt foresee in taking on this role as superintendent?
- Does Mr. Gravatt have any uncertainties?
- Having a 6 month review to see where school district is vs. where it is headed.
- The Board wanted Mr. Gravatt to know they are a board of order and we need to function as such.

Mr. Gravatt talked of his giving 100 percent to the education of the youth no matter what his role is. He stated that he is passionate about serving in the role of superintendent where he can make some decisions that will make a change in the lives of our youths at the facilities. Mr. Gravatt expressed a concern of matters that may need immediate attention and that they are found in a timely manner.

President Bishop spoke on evaluation hire, where a firm discovers how well someone fits your team, when looking to hire for certain positions. Mr. Bishop asked Ms. Reynolds to give incite on how the search process works.

Ms. Reynolds stated that if we were to use this process in search for a superintendent, they will need to do a procurement business contract to do so. Mr. Bishop expressed concern as to how long the process would take. Ms. Reynolds s stated anywhere between 3-5months with the max being 8.

Mr. Ellis stated that finding someone that is best for this agency would be in-house.

Mr. Grady stated that we need to determine what the key qualities are that we will need to look for.

Mr. Smoot commented that there are two (2) things that would be needed in this search; they are time and money. He questioned if we have either to spare.

President Bishop stated this can be an item for the September Board meeting. Mr. Ellis made a motion that this would be an item for the agenda in the September Board meeting. Mr. Grady second the motion, and the motion was carried.

The Board will meet every third Friday of the month, at 9:30 a.m., until the end of School District 428's calendar year, June 30, 2014. Packets will be disbursed one (1) week prior to Board meetings.

Mr. Ellis made at motion at 12:18 that the meeting be adjourned. Mr. Grady second the motion and the motion was carried.