

Supplemental Project References

Triad Community Schools

Sonacom was awarded the technology design/build project in 1998 for this growing district's new High School facility. Some of the goals on the technology front were homework hotline functionality, the ability to network their phones, video on demand, and a new, state-of-the-art data network.

Sonacom worked with the district personnel to establish a budget that would allow for the most current technology to be attained. This included a new networked NEC phone system at not only the High School but five other existing buildings, voice mail that was based on the Microsoft Windows NT platform, MPEG digital video on demand and switched Fast Ethernet throughout the building to the desktop devices.

Contact: Mr. Bill Hyten, Superintendent
Phone: (618) 667-8851

North Kansas City School District

This very large school district in Kansas City has 6,000 workstations. Sonacom was contracted to provide an ongoing total network solution. We have engaged more than 36 sites to access the WAN. The network consists of Frame Relay in the WAN and ATM/ethernet in the LAN, while converting the Frame Relay WAN to a full ATM network with OC-3 and OC-12 links. We also provided the district with an ATM network that spans a number of their facilities. The OC-12 links will aggregate the voice and data communications back to the network core. Between each facility, we have installed OC-3 links that carries both voice and data traffic. The PBX's at each location have centralized trunking for all facilities across the ATM network. Sonacom also provided the design, selection, and installation of over 900 RGB display monitors in their district's classrooms.

Kirkwood School District

Sonacom provided the design and installation of an integrated information system for the entire district. Current implementation includes a fiber infrastructure for delivery of video and data communications to students, staff and faculty.

Video is being delivered to the classroom and to the desktop, both IBM compatible and Apple Macintosh, by using the Dynacom/Safari Integrated Teaching System. Remote resources are scheduled from a workstation on the network and are controlled through infrared remote controls in the classroom. Data communications are controlled by Bay Networks 5000 Hubs with Ethernet switches and fiber clusters. WAN services are provided through a star topology fiber backbone to each of the schools facilities. Digital phones have been deployed in all administrative areas and in all classrooms. Centralized voice mail is provided by an Active Voice System to enhance parent/teacher communications. A Wide Area Network (WAN) for delivery of voice, video and data was implemented using NEC 2400 and 2000 systems in conjunction with Bay Networks 100Mbps switches and Dynacom video switches.

Sonacom had a partnership program designed to deploy integrated technology in all facilities. The district-wide technology implementation was completed in 1998.

Contact: Dr. David Damerall, Superintendent
Phone: (314) 213-6101

Ritenour School District

Sonacom completed the first phase of a three-phase implementation plan for a district-wide voice and data network in the spring of 1996. Each school replaced its recently acquired Dukane MACS II intercom systems with a Rauland Enhanced Digital Services Interface (EDSI), a Rauland Telecenter 5 and a Rauland 1100. These three modules provide a seamless integration of digital, analog and intercom services for the entire district.

Sonacom was awarded the second phase of the project in 1998 to build an ATM OC-3 network for voice, video and data networking between the district's ten sites. Sonacom provided this in conjunction with fiber optic cabling between buildings that are in a physical and logical star design with Ritenour High School as the hub. The telephone systems that were installed in 1996 were then networked together to allow for a consolidation of phone services, four-digit dialing across the district, and unified Voice mail. The individual schools' data networks were also connected to the Wide Area network to allow for their Internet connection from MoreNet to be better utilized and also allow for the district to centralize its e-mail and human resources applications.

Contact: Dr. Paul Doerr, Superintendent
Phone: (314) 493-6000
Mike Wieland, Director of Facilities (314) 493-6077

Lee's Summit School District

Sonacom provided the design and installation of full video and data network for all secondary schools. The system includes 300+ Dynacom video locations and a data network with the capability of handling over 3000 workstations at the secondary level alone. Lee's Summit North High School when completed will have a video capable LAN. With over 8 Gbs of aggregate bandwidth in a true star network, they are positioned to implement almost any application without further investing in their infrastructure. Manufacturers include Bay Networks, Dynacom, and AT&T.

Lindbergh School District

Sonacom provided the design and installation for a district-wide communications system. This system includes NEC 2400 and 2000 phone systems along with centralized voice mail using Active Voice. All classroom and administrative locations will have digital phones to provide seamless access to all district personnel and the public phone network. The district will provide access to all facilities for both voice and data applications using private T1 services provided by district electronics. Implementation was completed in May of 1997.

Contact: Karl Guyer, Director of Facilities
Phone: (314) 729-2400 ext. 8651

Olathe School District

Sonacom provided the design and installation of a multi-media presentation system for the Board Meeting Room of the new Educational Administration Center. The system incorporated video display via video projection and direct display monitors of video information from microcomputers (both PC and Macintosh), Elmo visual presenter, videocassette tape, direct camera input, and cable television. All functions of the system, including control of the video screen and room lighting system, are controlled by a touch-screen in the presenter's podium as well as a remote control keypad. In addition, Sonacom provided the entire internal and external campus calling infrastructure with 104+ ISDN phones. Sonacom also

provided Nortel Networks 5000 series data equipment at the Education Center and Heatherstone Elementary.

Pattonville School District

Sonacom completed the installation of a district-wide voice and data network in the spring of 1996. Fourteen facilities are connected in a star ISDN network topology with multiple PRI circuits connecting heavy-traffic remote facilities. This network provides the capability of an advanced telecommunications system, providing four-digit dialing throughout the district, and district-wide data services without expensive telephone company charges associated with operating parallel voice and data networks. The central hub of the network is a Rauland Enhanced Digital Services Interface (EDSI) switch. Each school has Rauland EDSI to provide digital phone service to administrative areas and a Rauland Telecenter V to provide analog phone and intercom services to each classroom. The data network is based on the Bay Networks 5000 and Cisco routers. Switched Ethernet, and Token Ring protocols are integrated in this network. Fiber optic technology is the primary transmission medium in the district. Other systems include voice mail, information delivery and paging.

Contact: Celeste Jones, Management Information Systems
Phone: (314) 213-8045

St. Louis Public Schools

Sonacom provided the design and installation of projects relating to the renovation of three high schools and three other new construction projects. Systems replaced or added during renovation include fire alarm, CCTV, intercom, administrative and classroom phones, broadband video distribution, auditorium sound, and data networks. Rauland EDSI modules provide digital phone service to administrative locations and Rauland TeleCenter V modules provide analog phone and intercom services to each classroom.

Sonacom's installation at Gateway Elementary and Middle School includes not only the systems listed above but also the integration of complete data services (four servers, 600 workstations, IBM 3270 host access and Internet access) as well as multi-media management and control system. A Novell SAA Gateway was established for accessing the IBM 3090 across the districts frame relay network.

A second project at Compton-Drew Investigative Learning Center (ILC) includes a cross-platform integration of Macintosh servers and workstations on a Novell network. Services provided for the ILC project include the configuration of a Compaq fileserver, three Macintosh application servers, 300 Macintosh workstations, IBM 3270 host access for Macintosh clients, Internet access, fax gateways and dial-up communications.

Sonacom is also developing and installing a Remote Network Management system to control all SNMP manageable devices on the district's expanding WAN and LAN environments. Partnerships with other integrators helped to provide the district a turnkey solution. Manufacturers include Bay Networks, Rauland-Borg, NEC, AMX, Compaq, Novell, Apple, Sony, and EST.

Contact: Jim LaPointe, Director of Technology Development
Phone: (314) 776-1644

Executive Overview

A Strategic Partnership

To succeed in today's demanding education environment, school districts are concentrating on core proficiencies and seeking partners that can best represent their needs in other areas. Once a partnership is formed you can manage the partner rather than the end result. Ameritech is an ideal strategic partner for East St. Louis Public Schools because of our expertise in telecommunications and we place a very high value on your core proficiency—the educational fulfillment of our city youth. Ameritech recognizes that students must be equipped and trained today to handle the technological demands of tomorrow. This is why we awarded technology grants totaling more than \$4.7 million since in 1997 to education initiatives.

Ameritech has a very aggressive and industry leading diversity promotion program. SBC Communications recognizes the importance of diversity. We value our differences—race, gender, religion, as well as perspectives, experiences and outlooks. The National Minority Supplier Development Council (NMSDC) evidently agrees with us. In 1999 they named SBC "Corporation of the year for minority business suppliers" because of our leadership in providing minority opportunities. We believe our commitment to diversity enhances the way we do business and gives us our competitive edge.

Solid Cisco Expertise

The School District's network relies heavily on internetworking equipment from Cisco Systems. Our networking experience has proven that Cisco products are cost effective and deliver cutting edge and highly reliable solutions. Ameritech (in conjunction with our parent company, SBC Communications) formed a strategic partnership with Cisco and is the largest Cisco reseller in the United States. Our expertise in designing, supporting, and servicing Cisco solutions earned us *Cisco's Gold Certified Partner*, the highest reseller status offered by Cisco. We believe so strongly in the Cisco product that we have mandated Cisco training and certification for our technical staff to maintain a high level of product knowledge, technical expertise, and service capabilities.

Our complete understanding of the Cisco product line as well as our advanced ability to design and troubleshoot these systems provides you a tremendous advantage. Our technical support centers are staffed with Cisco certified technicians so your first contact is with a highly qualified technical resource to address your network problems from the start. We have built a state of the art Cisco Support Lab to assist you in designing and configuring your network. This Lab gives East St. Louis Public Schools the ability to integrate and test all models of Cisco equipment prior to placing this equipment on your network.



Ameritech

Summary

Like you, we have a vested interest in today education environment. That's why Ameritech has been a good corporate citizen. Supporting educational initiatives with our time, money, and employee volunteers is just a part of our commitment to the City of East St. Louis.

The East St. Louis School District deserves the best possible networking solution available. Ameritech would like to partner with East St. Louis School District and deliver a variety of voice, data, and video applications throughout the district. Our sales and technical teams will work extensively with District personnel and developed a detailed and thorough understanding of your network and its unique requirements.

As a Gold Partner, Ameritech has a demonstrated our ability to support the East St. Louis School District in all phases of this project including design, implementation and ongoing maintenance and troubleshooting. The proposal that follows details our solution. We want to express our appreciation for your willingness to receive our proposal and look forward to working with you on its details and ultimately providing its solution.

Ameritech



Network Equipment & Services
December 27, 1999

SBC Corporate Overview

A Powerful Global Telecommunications Leader

Based in San Antonio, Texas, SBC Communications, Inc., (SBC) is the largest local telecommunications provider in the United States, and one of the worlds leading diversified telecommunications companies.

As a result of mergers with Pacific Telesis in 1997, Southern New England Telecommunications (SNET) in 1998, and Ameritech in 1999, SBC is embarking on a national expansion program that will encompass customers in all the top 50 U.S. population markets. With combined 1998 annual revenues of \$46 billion from SBC and Ameritech, the corporation would have placed 15th on the 1998 Fortune 500 list.

Widely regarded as a well-run company, SBC, for the third consecutive year, has been named the World's Most Admired Telecommunications Company by *Fortune* magazine. SBC companies have provided reliable and innovative telecommunications services for more than a century, and as a corporation is the first to serve both residential and business customers on a national basis, providing them a "one-stop shop" for local exchange, long distance, wireless, high-speed data and Internet services. This is an integral part of SBC's "national-local strategy," which will offer service nationwide to 180 million people—two-thirds of the U.S. population.

In the United States today, SBC:

- Serves about 59 million business and residential access lines.
- Has combined annual revenues of \$46 billion, earnings of \$6.7 billion, and a market value of \$173.7 billion.
- Serves 10.1 million wireless subscribers with a potential subscriber base of 131 million in 119 markets, including nine of the nation's top 10.
- Consists of more than 203,000 employees, which ranks it the 14th largest employer in the nation.

But our growth isn't about size. It's about offering choices, and having the resources to provide the range of services customers want at reasonable prices, and all from a single-source provider. SBC companies have provided reliable and innovative telecommunications services for more than 120 years. The range of innovative services our subsidiaries now provide include:

- Local and long-distance
- Data and voice communications
- Wireless communications
- Paging
- Internet access
- Messaging
- Cable and satellite television
- Telecommunications equipment
- Directory advertising and publishing

Internationally, SBC is the largest non-European telecommunications investor in Europe, giving it access to a \$175 billion telecommunications market. Overall, SBC's strategic international investments are worth an estimated \$22 billion in 22 countries throughout Asia, Africa, Europe, the Middle East and North America.

With such a massive footprint not only in the United States but also around the world, the SBC family of companies is in a position to follow our business customers wherever they go, delivering a complete package of local, long-distance and high-speed data service.

America's Broadband Resource

SBC has invested heavily to build powerful communications networks. In fact, we build and continue to grow one of the most sophisticated and advanced telecommunications networks in the country that today includes:

- Three million miles of fiber strands
- More than 7,500 SONET rings
- 800 Frame Relay nodes
- 150 ATM switches
- Hundreds of routers and remote access servers

In October 1999, SBC announced "Project Pronto" a \$6 billion initiative, that will transform the company into the largest single provider of advanced broadband services in America, making super-fast, always-on Internet access available to nearly all its customers and creating a platform to deliver next-generation, broadband-powered services. Specifically, SBC will:

- Provide an estimated 77 million Americans—about 80 percent of its customers—voice, data and video services via faster Digital Subscriber Line (DSL) services by the end of 2002. DSL is about 200 times faster than conventional analog modems.
- Restructure its network to push fiber deeper into the neighborhoods it serves and install or upgrade "neighborhood broadband gateways" to eliminate distance constraints that have always been a barrier to service reach.
- Together with the advanced, long-haul network of Williams Communications, Inc., with which SBC has a strategic alliance, SBC will provide end-to-end advanced voice, data and video services on one of the most sophisticated, efficient, flexible and scalable networks in the industry.

Project Pronto is an important step in the company's migration to a network that will be predominantly packet-switched, and use an Asynchronous Transfer Mode (ATM) distribution network system (ADNS) architecture. As part of ADNS, the company plans to deploy the most advanced voice switching technology today—voice switching over ATM (VTOA)—which will allow the company to transport voice as well as data via packets without degradation in call quality or reliability. SBC plans to complete its VTOA deployment in its largest markets by 2004.

SBC's goal is to quadruple its DSL deployment, equipping about 1,400 central offices with DSL technology, laying more than 12,000 miles of fiber sheath, installing or upgrading 25,000 neighborhood broadband gateways, and reach an estimated 77 million Americans in nearly 35 million customer locations in 13 states.

A Leader In Applied Research

Southwestern Bell Technology Resources (TRI) is the applied research subsidiary of SBC. With headquarters in Austin, Texas, and locations in San Ramon and Pleasanton, California, TRI's mission is to identify and assess emerging technology in strategic technology areas:

- Broadband delivery systems
- Information technology
- Video/multimedia systems
- Voice technology
- Wireless Systems

TRI offers all the support tools and modern facilities needed for ongoing innovation and creative research. With more than 300 employees, TRI has the advantage of being a small company, as well as being part of one of the world's largest communications companies. TRI's technical staff of engineers, computer scientists, applied psychologists, and communications experts, forms one of the finest teams in the industry.

Located in two of the leading high technology centers of the country, Austin, Texas and the Silicon Valley in California, gives TRI the added advantage of being in close proximity to other high tech industry leaders. This proximity stimulates collaboration on the advancement of technology issues. TRI also collaborates with some of the leading universities around the country to further broaden its research initiatives.

Giving Back to the Community

The SBC family of companies has a heritage of service to our communities and the needy that spans more than a century. We are committed to continuing that commitment through an independent, legally separate SBC foundation.

The 14-year-old SBC foundation was established to make a long-term difference by improving the welfare of society. SBC Foundation embodies a desire to be a leader in exploring new approaches to major public agenda issues. As such, it indicates the willingness of one of the most successful companies in the telecommunications industry to address tough community concerns proactively and with an innovative spirit.

Since the Foundation's inception, and combined with Ameritech, we have distributed more than \$670 million dollars to a variety of non-profit organizations. The total includes all grants, United Way commitments, and employee programs such as Cultural and Educational Matching Gifts.

We see our efforts as investments in progress, particularly in towns and cities served by SBC and its subsidiaries. Our continuing goal is to be a partnership builder, a catalyst for strategic change that can improve the greatest number of lives and help communities search for lasting solutions to critical and complex problems. We take pride in the coalitions we've stimulated around priority community needs at the local, regional and national level, especially when those collaborations keep change moving forward after our financial support ends. Thanks to a unique combination of extensive local presence, leadership expertise, employee volunteers, and financial resources, we are well positioned to understand local needs and make a difference where it counts.

Providing the impetus for strategic change requires action on several fronts:

- Stimulating business retention and expansion, especially in distressed or disadvantaged neighborhoods.
- Support for small business development to increase employment and economic diversity; broadening adult literacy and workforce training for skilled, higher wage jobs.
- Support for innovative uses of technology to meet community needs and expand community access to the information highway.
- Programs that benefit and develop the entire community.

Since the scope of most social problems is enormous, one foundation can't solve every challenge. To maximize the effect of our limited dollars, we take a disciplined approach. We try to do a few things very well and pursue every avenue we can to leverage each grant.

Since the Foundation began, we have concentrated on needs within the education, community economic development, health and human services (primarily United Way) and cultural and arts arenas. Each year, more of our major efforts are tied to critical education and economic development issues facing communities in an information-based economy. We are convinced that strategic change that can facilitate lasting improvement in the quality of education and in the economic strength and vitality of our communities is crucial to the people we serve and to the future of our business.

As with any large corporation, SBC Communications is in business to increase shareholder value. We believe that strong communities, strong economic development plans, and strong educational infrastructure support our fiscal goals. It's not just the right thing to do—it makes good business sense.



Cisco Gold Partner

Ameritech has both the experience and the ability to design, configure, install and maintain all proposed Cisco equipment at all of the District's locations. Ameritech is part of the SBC Communications family of companies – together we are the largest Cisco reseller in the United States. Through a significant investment in personnel, resources and a commitment to excellence, we have obtained Cisco Gold Partner status, the highest level of partner status available. In addition, we are the first reseller to have earned Cisco specializations in both Network Security and Voice Solutions.

Our Integrated Service Center (ISC) is a state of the art facility staffed by Cisco certified technicians. Cisco Certified personnel are on duty every hour of the day, every day of the year. Certification levels of ISC technicians include the highest obtainable – Cisco Certified Internetworking Expert (CCIE).

Our goal is to provide a superior level of customer satisfaction. As proof of this ability, 94% of customer calls are answered within 30 seconds. Cisco certified personnel provide all levels of support. With this model, the first person you contact will be a highly skilled technician. Many service organizations place the lowest skill level at the front line to screen minor problems and qualify more difficult problems before escalating to more experienced technical staff.

As a Gold Partner, Ameritech has a demonstrated ability to support the East St. Louis School District in all phases of this project including design, implementation and ongoing maintenance and troubleshooting. Our state of the art Support Lab is available to assist you in designing and configuring your network. This Lab gives East St. Louis Public Schools the ability to integrate and test all models of Cisco equipment prior to placing this equipment on the network. The equipment supported in our Lab is the Cisco Router models 25xx, 36xx, 4000, and 7xxx and the Catalyst Switch models 3xxx, 5xxx, and 6xxx.

Ameritech has direct access to Cisco's local stock of replacement parts. For the East St. Louis School District this means that not only are your replacement parts from the most current supply, but the needed part is on site within four hours.

PROPRIETARY

Not for disclosure outside Ameritech Telephone Company except under written agreement



Gold Certified Partners must complete comprehensive training that ensures a consistently high level of product knowledge, technical expertise, and service capabilities. Ameritech has invested heavily in Cisco training and certification for our entire team. Our staff is continually trained on Cisco's entire product line, ensuring that support for emerging technologies is always available. Below are the current numbers of our Cisco certified personnel.

- 13 Cisco Certified Internetwork Experts (CCIE)
- 8 Cisco Certified Network Professionals (CCNP)
- 55 Cisco Certified Network Associates (CCNA)
- 5 Cisco Certified Design Professionals (CCDP)
- 99 Cisco Certified Design Associates (CCDA)

No other Cisco reseller or partner in the St. Louis metropolitan area can match our number of Cisco certified personnel. Many vendors can supply Cisco equipment, but Ameritech has the talent, resources and credentials to ensure a successful implementation, including design and ongoing support services.

EXHIBIT G

**MINUTES OF MEETING
FINANCIAL OVERSIGHT PANEL FOR
EAST ST. LOUIS SCHOOL DISTRICT 189
FRIDAY, JANUARY 14, 2000
SPECIAL EMERGENCY MEETING
Via Telephone Conference Call
2:00 P.M.**

Note: A speakerphone was available at the District for the public and the media to participate.

CALL TO ORDER

Richard Mark, chairman, called the meeting to order at 1:55 P.M.

ROLL CALL

Present were:

Richard Mark, chairman
Saundra Hudson, member
Robert Oakes, member

EXECUTIVE SESSION

Motion to go into executive session to discuss personnel and legal matters was made by Robert Oakes at 1:55 P.M.

Seconded by Saundra Hudson.

Unanimously passed by voice vote.

RESUMPTION

The meeting reconvened at 2:31 P.M.

Present were:

Richard Mark, chairman
Saundra Hudson, member
Robert Oakes, member

Also present (via telephone connection) were:

Jim Tapscott, Cynthia Sah, Ernest Clark - McGladrey & Pullen
Dr. Nate Anderson, Dr. Stephanie Carpenter, Richard Wells, James Daniels - from the
School District
Gary Anderson - ISBE

NEW BUSINESS

**Panel Meeting Minutes
January 14, 2000**

Mr. Tapscott said that he was asked by the Panel to review the E-Rate proposal of the District. Because of the timing of the Panel meeting and the deadline for submission of the grant application being January 19, 2000, it was important to consider the matter at this meeting. He said that the District's Finance Committee had already approved the proposal. Mr. Tapscott wrote up an analysis of the proposal that he sent to the Panel members. Gary Ey had ISBE technical personnel review the proposal also. Mr. Tapscott said that his recommendation was to approve the proposal contingent on Board approval. Mr. Oakes said that he was satisfied with the review.

Motion to approve the submission of the E-Rate proposal as presented, contingent on Board approval was made by Robert Oakes.

Seconded by Sandra Hudson.

Unanimously passed by voice vote.

Mr. Tapscott also informed the Panel that the District was planning a referendum for the new buildings, which was required by the statutes. Gary Anderson said that while the referendum was authorization to go ahead with the construction of buildings, this was an informational item only for the Panel (formal Panel approval was not required).

Mr. Tapscott mentioned that at the last Panel meeting, the Panel had inadvertently included the administrative raises on its approval list.

Motion to reconsider and rescind approval previously given at December 29, 1999 meeting on administrative raises was made by Robert Oakes.

Seconded by Sandra Hudson.

Unanimously passed by voice vote.

Jim Tapscott announced that the regular Panel meeting previously scheduled January 26, 2000 would be moved to Friday, January 21, 2000 at 2:00 P.M.

Mr. Tapscott asked whether the District's Finance Committee acted upon the RFP for the Food service contract. Dr. Anderson replied that the Committee deferred action and referred the item to the full Board.

Mr. Tapscott noted that the District was planning to appoint personnel to utilize the Class Size Reduction Grant. He asked why the District was acting on this only then. Dr. Carpenter replied that the District received formal approval of the grant only in November. She explained that the grant was a class size reduction grant but that the District has no classroom space available to add classes. Instead, the District would approach the situation by having additional teachers handle team teaching of certain existing classes (effectively reducing class size). Mr. Oakes asked how long the grant would last. Dr. Carpenter replied that the grant was for one year. Mr. Oakes opined that the District had little time to finish the grant year. Dr. Carpenter said that the prospective employees understood that their appointment had limitations and that they could be RIF-ed. Dr. Anderson said further that this would give the District to see the work these

Panel Meeting Minutes
January 14, 2000

employees could do and would be useful for future hiring.

Mr. Tapscott stressed to Dr. Anderson that the Internal Auditor directive was still not addressed. He said that the Panel needed a proposal by its January 21st meeting or it would be a violation of the Panel directive.

Dr. Anderson informed the Panel that the District received notice to board up Love__ building in Fairview Heights. Mr. Mark said that the Panel wanted to see competitive bidding on the contract. Mr. Mark expressed concern regarding recent bids. He says that the Panel wanted all proposed contracts to go through the Purchasing Department (which will decide which ones will require formal bidding). For any individual who will enter into a contractual arrangement without prior Panel approval, his recommendation will be for immediate termination. If an individual who is not a District employee were to take the action, then the Panel will seek remedy as provided by the legislation.

ADJOURNMENT

Motion to adjourn was made at 2:55 P.M. by Robert Oakes.
Seconded by Sandra Hudson.
Unanimously passed by voice vote.

**MINUTES OF MEETING
FINANCIAL OVERSIGHT PANEL FOR
EAST ST. LOUIS SCHOOL DISTRICT 189
FRIDAY, JANUARY 14, 2000
EXECUTIVE SESSION
1:55 P. M.**

The meeting went into executive session at 1:55 P.M.

Present at the meeting were Richard Mark, Sandra Hudson, Robert Oakes, James Tapscott, Cynthia Sah, Ernest Clark, Gary Anderson.

Personnel issues

Jim Tapscott said that he had faxed letters to the Panel members regarding the 8-custodians situation. These individuals who were asked to work by Dr. Anderson without Panel approval prior to the December 29, 1999 Panel meeting were asked to continue working until January 3, 2000 which was 3 days after the Panel had already met and informed Dr. Anderson of their disapproval. (Note: In order not to jeopardize the individuals who had already rendered service, the Panel did approve the pay for work already done before the December 29, 1999 Panel meeting).

The Panel members asked what penalties are available for taking action not approved by the Panel. Gary Anderson replied that there are several options that range from letter of reprimand to suspension based on circumstances.

Contract matters

On the snow removal contract, Jim Tapscott informed the Panel that there were rumors of Board plans to reject the Skis Lawn vendor (already Board and Panel approved) with Mason Landscaping (a vendor which did not go through proper purchasing procedures). Mr. Mark informed those present that Joan Hubbard, Building and Grounds Director, had sent a document to all vendors that they were being solicited for snow removal proposals. This occurred even as the Purchasing department had already put into motion the proper solicitation procedures for snow removal bids and came up with a vendor (Skis Lawn). The vendors who had responded to the Joan Hubbard request were supposed to have been upset at their proposals not being considered.

Dr. Anderson admitted that he had "screwed up" but that nothing was legally binding with respect to the vendors. Gary Anderson opined that what Dr. Anderson said appears to be true because none of the proposals received by Joan Hubbard were Board or Panel approved. Mr. Mark explained that instead of Dr. Anderson saying it was his fault, he went around to the irate vendors and showed them documentation of the Panel's approval of Skis Lawn. Mr. Tapscott said that it appears that Joe Lewis is telling these vendors that they will eventually have the contract.

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January 14, 2000

Mr. Oakes noted that Mason Landscaping has not bid on anything formally but has had approval for contracts less than \$10,000. He said, "We've had too much of this Nate Anderson saying it's his fault and that he's sorry. There's no way, he can hack it down there."

Mr. Mark asked whether Dr. Anderson would take notice, if a letter of reprimand were issued. Mr. Oakes opined that the letter would have "no teeth". Gary Anderson said that it would be a first step in dealing with the situation. Mr. Mark said that if the same thing continues, he says that the Panel should just inform the Board that they would not approve the renewal of Dr. Anderson's contract.

Ms. Hudson asked why the letter of reprimand should go only to the Superintendent. She noted that there were Board members going around the purchasing procedures. She asked whether the Panel should also issue letters of reprimand to the Board. Gary Anderson said that the Panel had to have evidence that the Board did that, not just based on hearsay. Ms. Hudson said that she was at the point of frustration. She felt strongly that the Panel needed to put teeth behind what the Panel was saying. She said that the Board needed to be made accountable for actions they're taking, even if it leads to the Board taking the Panel to court. She says that if there is documentation of such Board action, she felt ready "to push the envelope".

Mr. Tapscott reminded the Panel that the Board had not yet taken action on the Internal Auditor directive. Further, the Board appears to have forestalled sending out the new RFP for the food service contract. The RFP was ready and had been developed by the District's Business Office with the assistance of ISBE. Mr. Mark opined that the ISBE could resolve that quickly (by putting a stop to further Lunch program reimbursements). Mr. Tapscott opined that this would hurt the kids. Ms. Hudson opined that the kids were already being hurt by not receiving proper school lunches. Gary Anderson said that the Panel needed to know what the ISBE plans to do if the District does not send out the food service RFP.

Mr. Tapscott also reminded that Panel that the District had not used up its Class Size Reduction Grant.

Other Personnel issues

Mr. Tapscott brought up the issue of administrative raises. He mentioned that in the last meeting, the Panel had inadvertently included the entire proposal on its approval list. Mr. Mark and Mr. Oakes wanted Ms. Hudson's input. Mr. Mark suggested approving everyone who has up to a 4% raise. He opined that the Panel would not be holding up the entire issue. All higher raises will have to have written justification from Dr. Anderson. Mr. Oakes said that would be a good way of going about it. He felt that 15 Supervisors were too many for a District that size.

Ms. Hudson asked whether this would be perceived as meddling. Gary Anderson said that setting the higher raises to further documentation was appropriate. Ms. Hudson indicated that she would not be approving any raises.

Gary Anderson said that he would draft a letter of reprimand for the next Panel meeting.

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January 14, 2000

ADJOURNMENT

The Panel moved out of executive session at 2:30 P.M.

EXHIBIT H

**BOARD OF EDUCATION
SCHOOL DISTRICT 189
EAST ST. LOUIS, ILLINOIS**

OFFICIAL PROCEEDINGS

1999-2000 SCHOOL YEAR

MEETING DATE:

TUESDAY, JANUARY 18, 2000

**LONZO GREENWOOD, PRESIDENT
Term Expires: November, 2001**

**TERM EXPIRES
November, 2001**

**JOSEPH LEWIS
LaRONA MORRIS, Ph.D.
KINNIS WILLIAMS, SR.**

**TERM EXPIRES
November 2003**

**KHALIL EL-AMIN
IRMA GOLLIDAY
LaVONDIA NEELY**

**BOARD OF EDUCATION
SCHOOL DISTRICT 189
EAST ST. LOUIS, ILLINOIS**

OFFICIAL PROCEEDINGS

1999-2000 SCHOOL YEAR

MEETING DATE:

TUESDAY, JANUARY 18, 2000

**LONZO GREENWOOD, PRESIDENT
Term Expires: November, 2001**

**TERM EXPIRES
November, 2001**

**JOSEPH LEWIS
LaRONA MORRIS, Ph.D.
KINNIS WILLIAMS, SR.**

**TERM EXPIRES
November 2003**

**KHALIL EL-AMIN
IRMA GOLLIDAY
LaVONDIA NEELY**

Lonzo Greenwood
President
Joseph Lewis
Vice President
Irma Golliday
Secretary

BOARD OF EDUCATION
SCHOOL DISTRICT 189
1005 State Street ~ East St. Louis, Illinois 62201
(618) 583-8200 Fax: (618) 583-8372
Superintendent's Fax: (618) 583-7186

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Assistant Superintendent

January 5, 2000

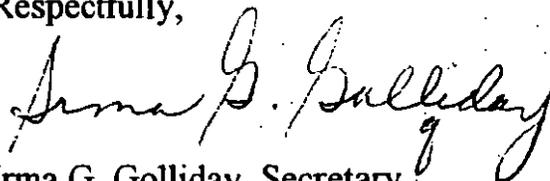
Members of the Board of Education
School District 189
1005 State Street
East St. Louis, IL 62201

Dear Board Member:

Due to the holiday on Monday, January 17, the *Regular Meeting* of the East St. Louis Board of Education School District 189 will be held on **TUESDAY, JANUARY 18, 2000 at 6:00 p.m.** at the Administration Building, 1005 State Street, East St. Louis, Illinois.

Your presence is requested.

Respectfully,



Irma G. Golliday, Secretary
LONZO GREENWOOD, PRESIDENT

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