The Board meeting of the Board of Education of the Oak Park and River Forest High School was held on Thursday evening, November 16, 2006, in the Board Room of the high school.

**Call to Order**

President Dr. Barry S. Greenwald called the meeting to order at 7:35 p.m. The following members were present: Jacques A. Conway (arrived at 8:29 p.m.), Barbara P. Fernandez (arrived at 7:50 p.m.), Valerie J. Fisher, Dr. Barry S. Greenwald, Dr. Dietra D. Millard, Yasmin A. Ranney, and John P. Rigas (arrived at 7:40 p.m.). Also present were: Dr. Susan J. Bridge, Superintendent/Principal; Jason Edgecombe, Assistant Superintendent for Human Resources; Jack Lanenga, Assistant Superintendent of Operations; Philip M. Prale, Assistant Superintendent for Curriculum and Instruction; Amy Hill, Director of Instruction; James Paul Hunter, Faculty Senate Executive Committee Chair; Loie Davis, Student Council Board Liaison; and Gail Kalmerton, Executive Assistant/Clerk of the Board.

**Visitors**

The Board of Education welcomed the following visitors: Kay Foran, Director of Community Relations and Communications; Mark Collins and Richard Mertz, O.P.R.F.H.S. faculty members; Kyle Krump, student; Rachel Schmidt of the *Tabula*; Sheila Flattery of the League of Women Voters; Barbara Nelson, O.P.R.F.H.S. P.T.O. Chair; Terry Burke; Meg Reynolds, Pat and Catherine Nassano, parents, student and community members; Dr. Ronald Barnes of BWP & Associates (arrived at 8:31 p.m.), Theresa Garrigan, university student of education; Mark Stempniak of the *Wednesday Journal*, and Christopher LaFortune of the *Oak Leaves*.

**Superintendent’s Report**

Dr. Bridge reported that the Suburban Cook County Regional Office of Education’s final report sang the praises of James Miller, Director of Operations, Jack Lanenga, Assistant Superintendent for Operations, and the maintenance and custodial staff for maintaining the facilities in such excellent condition.

Dr. Bridge reported that Barry Huitema, Director of Athletics, would be a presenter at the 37th Annual National Conference for High School Directors of Athletics to be held in Anaheim, California, and would speak on the subject of “Broadening Your Student Participation Base.”

Dr. Bridge reported that Instructional Council members met with representatives from Equip for Equality whose mission is to advance the human and civil rights of children and adults with disabilities in
Illinois. The purpose was to increase the staff knowledge regarding accommodations.


Dr. Bridge introduced faculty members Mark Collins and Richard Mertz who were there to talk about their sabbaticals. Both Mr. Collins’ and Mr. Mertz’s written sabbatical reports were included in the Board of Education’s packet.

Mr. Collins stated that his experience was very important and valuable on both a personal and professional level as it related to school. The objectives for his sabbatical were as follows:

1) Build an image based curriculum tool. He created a database of over 500 images that would illustrate the basic elements of art and principles of design to help students. The elements are universal and he wanted to provide examples of the width and breadth of the creative process.

2) Visit a wide range of museums, private collections and cultural sites in both the United States and abroad. He gathered these images while living in southern Spain and used that location as a hub to explore art collections throughout Europe and then in Denver, New York, and Washington, D.C. He also went to Japan through the Fulbright Memorial Teacher Program and continued that process. He visited over 40 museums and cultural sites in nine countries on three continents.

3) Incorporate his database and lessons into his teaching. He has shared his database with Art Department teachers and some have used it in their classes. He has used his slides in almost all of his lessons across three subject areas. He presents the images to students when introducing an assignment and then makes other visual/anecdotal references later. He has also shared his Fulbright experience with two sections of the Japanese language classes at O.P.R.F.H.S.

Mr. Collins appreciated the sabbatical experience. In his travels and in mentioning to people that he was a high school teacher on sabbatical, he found that people were shocked that he had this opportunity. He thanked the Board of Education for providing this funding and believing in him.
Mr. Richard Mertz too thanked the Board of Education for allowing him an unbelievable experience, which truly changed his teaching. After thirteen (13) years of teaching, he now feels like a brand new teacher with no anxiety. His four objectives for taking the sabbatical were as follow:

1) Complete the coursework for a Type 75 Leadership Certificate.
2) Gain a better understanding of grant procedures. The Newberry Library asked him to participate in the implementation of a NEH grant entitled “Global Heartlands,” an online resource that explores interaction of the local and the global in mid-continental North American from the 1650s to the 1950s. This experienced was enhanced when Evanston Township High School asked him to be involved in the implementation of the Teaching of American History Grant, which created the program entitled “Creating a Community of Scholars,” an intensive three-year professional development initiative funded by the U.S. Department of Education. The program’s main goal is to improve student achievement and reduce the achievement gap by honing teachers’ content knowledge and invigorating their classroom practice.
3) Create new course materials in the field of law while teaching at the college level. He taught business law at North Central College in Naperville. He intends to integrate the materials and case readings he created for those classes into his curriculum at the high school.
4) Enhance his understanding of U.S. history, U.S. government and law. He created curriculum based on the three main topics he researched—judicial confirmation, judicial interpretation, and the tension between southern labor and capital in the 1930’s and 1940’s. He also developed a research paper model that breaks down the research process into several very manageable steps.

Mr. Mertz reiterated that the high school’s sabbatical program is unbelievable. When talking about this program around Oak Park, no one saw this as a waste of money, but instead an incredible opportunity. Most were jealous that they did not have an opportunity such as this for rejuvenation.

Mr. Rigas commented that both sabbaticals sound as if they were a great opportunity provided by the school.
Board of Education Comments

Dr. Greenwald reported that one F.O.I.A. request had been resolved.

Dr. Millard reported that she had just arrived from out of town and had not had the opportunity to read her Board packet and may choose to abstain on some action items.

Ms. Fisher asked that Policy 20, Board of Education, be pulled from the consent agenda as she felt it was still too inclusive. After discussion, it was the consensus of the Board of Education to approve this policy for first reading noting that there would be substantive changes made to it before the next Policy Committee meeting. Ms. Ranney informed Dr. Greenwald of the Policy Committee’s consensus to continue to support the Board of Education’s review and approval of textbooks. Ms. Hill reported that she reviews all textbooks before they come to the Board of Education’s purview.

Ms. Fernandez reported that she attended a great Spoken Word presentation on November 2 where she heard the special guests from London. She was very impressed with how Spoken Word had originated as well as O.P.R.F.H.S. students working with students and teachers from London. The rhythmic speech and movement reminded her of Second City. She commented that the students conducted themselves professionally.

Mrs. Fernandez reported that she attended the Tuesday, November 14, 2006, African-American Faculty Advisory Council meeting. The general meeting was informative and educational. Division Head hiring practices were discussed and there was a noteworthy discussion about the superintendent process.

Visitor Comments

Ms. Meg Reynolds, parent and resident of 1166 S. Clinton, Oak Park, addressed the Board of Education.

Ms. Reynolds enumerated the reasons for her previously addressing the Board of Education regarding special education issues. She then reported that an event had occurred that caused her great concern and she requested the ability to speak to the Board of Education in closed session. It was the consensus of the Board of Education to allow her that opportunity.

Ms. Pat Nassano, parent and resident of 507 Edgewood, Oak Park, addressed the Board of Education.

Ms. Nassano stated that she was speaking on behalf of the parent O.P.R.F.H.S. organization, A.P.P.L.E., on the achievement gap, noting that the local media had focused on the achievement gap that
past week. She questioned why none of the seventeen recommendations listed in the executive summary of a report on the achievement gap had not been implemented by the Board of Education. She noted that A.P.P.L.E. was attempting to establish, with Mr. Prale a tutoring/parenting/mentoring program for those students identified by A.P.P.L.E. as not doing well academically. She sensed urgency to this type of program, as she believed the high school had not again made AYP this year. She outlined some of the proposed logistics of the program and the timeline that had already ensued. While A.P.P.L.E.’s original mission was to serve 100 students and their parents for an entire year at a cost of approximately $85,000, the proposal was tooled down to serve only 24 students for a semester when told that the high school could only support the program with $7,000. Because this was not a long-term solution, she asked for additional help from the Board of Education. She asked who on the Board of Education had the responsibility for the achievement gap. She said that working with the administration had been unsuccessful because of the high school’s refusal to provide the necessary funding. At this time, Mr. Prale responded to the specifics mentioned by Ms. Nassano. He delineated the recommended items in the survey that had been completed, i.e., 1) an assessment of the reading program which was presented to the Instruction Committee; 2) the implementation of a Philosophy of Grading Committee, 3) the hiring of a half-time institutional researcher along with a firmer commitment to data; and, 4) per the Board of Education’s direction, the use of research-based programs and assessments. Mr. Prale then reported on the efforts the school had taken to support A.P.P.L.E.’s proposals for both students and parents. Discussion ensued. Board of Education members asked clarifying questions, i.e., what is the difference between the tutoring program proposed by A.P.P.L.E. and the tutoring programs already in place at the high school. Ms. Nassano was reminded that the high school has a volunteer program to which community members can offer their support in variety of ways, including tutoring. Ms. Nassano stated that one of the differences between A.P.P.L.E.’s proposal and the school’s program is that there are no evening or Saturday sessions. In A.P.P.L.E.’s proposal, there would be no more than two students per tutor. Parents would attend their own sessions where they would learn how to navigate the school and ways in which to help their students succeed. She asked that the Board of Education review its budget for next year and to allocate funds to support a full year’s program, not just a semester. Mr. Prale stated that the school continues to want to support a program, but the original costs were prohibited. Ms. Nassano stated that she learned a great deal about working with the school, i.e., contracts and independent contractor status, etc., and would follow the prescribed
procedures. She also stated that A.P.P.L.E. would not object to the school selecting the person to be the liaison between the school and the program.

Dr. Greenwald noted that he would speak with Dr. Bridge about this proposal further. He also volunteered to secure a list of UIC faculty members who live in this community as a potential resource for volunteers.

Ms. Ranney concluded by saying this discussion was inappropriate for a Board of Education meeting, as the Board of Education is elected to make policy. This proposal should be explored with the administrative team, including the Superintendent/Principal. She did not feel it was appropriate for the Board of Education to be involved with the whys and wherefores of this program.

**Consent Items**

Mr. Rigas moved to approve the consent items as follows:

- The open minutes of October 26, November 7 and 9, 2006;
- Resolution Ratifying and Confirming Execution of certain vouchers and payment of certain bills and expenses, fund transfers and list of bills for November 16, 2006 (attached to and made part of the minutes of this meeting);
- Resolution Authorizing Execution of Certain Vouchers for the Month of December 2006;
- Approval of Disbursement List of November 16, 2006;
- Amendment of Policy 6130, Objection to Instructional Materials;
- Amendment of Policy 6132, Instructional Equivalence;
- Amendment of Policy 6133, Consultation with Parents and Students Regarding Title I;
- Approval of Policy 20, Board of Education, for First Reading;
- Approval of Policy 4111, Safety Program, for First Reading;
- Approval of Policy 4370, Mandatory Reporting Responsibilities, for First Reading;
Approval of combining of Policy 6134, Instructional Materials, and Policy 6400, Instructional and Recreational Support Materials, for First Reading;

Approval of Policy 6210, Field Trips, for First Reading and Deletion;

Approval of Policy 6220, Tutoring and Therapy, for First Reading;

Approval of Policy 6400, Instructional and Recreational Support Materials, for First Reading and Deletion;

seconded by Ms. Ranney. A roll call vote resulted in five ayes. Motion carried. Ms. Conway was absent. Dr. Millard abstained.

Ms. Hill began by stating that it was important for the high school to be as transparent as possible in sharing data with the community. Below is her commentary on ACT analysis and results and the SAT results.

“This report reflects a number of changes compared to past years in the analysis of ACT performance. The first change is in regard to the data file on which the report is based. For some time we have used the School Profile Report provided by ACT as the source of our data. We have questioned the value of that report, given its heavy dependence on student self-reported data that we do not attempt to verify (e.g. course-taking patterns, GPA, family income level) and the large number of students who do not report their ethnicity, casting considerable doubt on the accuracy of the disaggregated analysis. We also learned recently that the ACT School Profile Report does not include (and has never included) the scores of special education students who test with accommodations. Excluding such students’ scores provides an incomplete picture of our students’ achievements and therefore an incomplete basis for assessing the strengths and weaknesses of our programs.

“To address these shortcomings, I have merged student performance data from the School Profile Report and from the 2005 PSAE Day 1 file to create a complete record of ACT performance for the class of 2006. This record also makes use of Skyward student demographic data for race/ethnicity and special education status, which allows us to disaggregate the numbers more accurately in the table and chart on page four of this report. Given the fact that scores for students testing with accommodations are included for the first time this year, it is difficult to make performance comparisons between this year and
previous years in which those scores were not included. While our mean subject-area and composite scores remain high above state and national averages (our mean composite score this year was 23.2, including special education students), the disaggregated data reveal serious gaps between white and African American students, as well as between Special Education and Regular Education students. We must continue and enhance our support for these students where evidence indicates those efforts have been effective—via expanded summer school step-up opportunities, improvements in our curriculum and course offerings, tutoring, and test preparation, as well as careful and effective guidance in the development of four-year plans.

“A second change regarding ACT data analysis is reflected on page five of the report, where our students’ performance in comparison to the ACT College Readiness Benchmarks is detailed. According to ACT, “Benchmarks are the minimum ACT test scores required for students to have a high probability of success in credit-bearing college courses…Students who meet a Benchmark have approximately a 50% chance of earning a B or better and approximately a 75% chance of earning a C or better in the corresponding college course or courses.” While 91% of the class of 2006 matriculated to two- and four-year colleges and universities, the percent of students meeting or exceeding the College Readiness Benchmarks varied widely from one subject-area test to the next and from one group to the next, with rates as high as 94% and as low as 6%. On the whole, almost four-fifths of the class of 2006 met the standard for success in English Composition; half as many met the standard for introductory college-level Biology. Thirty-six percent of our students met the benchmarks in all four subject areas. Upon disaggregating the data, it is evident that a much smaller proportion of our African American students achieved scores at or above the benchmarks compared to their white peers (in reading, for example: 36% v. 78%). As a result, they may be more likely to require remediation upon matriculating to college. We do not track our graduates’ course-taking patterns or their grades in first-year college courses, so this analysis is admittedly speculative. Comments above regarding continued and enhanced academic support are equally relevant here if we hope to provide a solid foundation for all of our college-bound students to succeed in post-secondary education.

SAT Results
The 267 students in the class of 2006 who took the SAT are among the first cohort nationwide to have been assessed on the new SAT Writing test. Our students’ scores this year continue recent trends of 600+ means in each subject area, and their combined mean for
Critical Reading (formerly the Verbal section), Math, and Writing was 1820. Locally as well as across Illinois and the nation, female test-takers fared better than males on the new Writing test. Among our students, mean scores were highest for students who opted not to identify themselves by race/ethnicity (1943 combined) and lowest for African American students (1588 combined).

Mr. Prale added that articulation with District 97 was continuing.

**Presentation of Preliminary Levy**
Ms. Fernandez moved to approve putting the 2006 Preliminary Levy on display for thirty (30) days; seconded by Ms. Ranney. A roll call vote resulted in all ayes. Motion carried.

**Approval of Five-Year Plan**
Ms. Fernandez moved to approve the Five-Year Plan (attached to and made a part of the minutes of this meeting), as presented; seconded by Dr. Greenwald. A roll call vote resulted in all ayes. Motion carried.

**Acceptance of Gifts & Donations**
Mr. Conway moved to accept with gratitude the gifts and donations as presented (attached to and made a part of the minutes of the meeting); seconded by Ms. Fernandez. A voice vote resulted in all ayes. Motion carried.

**District Committees**
- **Faculty Senate**—Mr. Hunter was impressed with how hard the Board of Education works and stated that the faculty appreciated its efforts and the hours spent doing the work. In the role that Mr. Hunter has as F.S.E.C. Chair, he has become more appreciative of the Board of Education’s efforts. On behalf of the faculty, he thanked the Board of Education for the sabbatical opportunities and Mr. Collins and Mr. Mertz for doing a great job of displaying to the community those quality sabbaticals. The faculty is trying to provide a sense of community and thanked the Board of Education for that opportunity.

- **Student Council**—Ms. Davis noted that the Tradition of Excellence assembly was great. Student Council was getting ready for the Thanksgiving MORP. In keeping with the Thanksgiving spirit, they hope to raise money to give to an organization that provides livestock to poor families in other countries so that they can milk them, reproduce them, and, finally, sell the young livestock. Student Council is also adopting two or three families for the holiday season.

- **A.P.P.L.E.**—Mr. Conway reported that Chief Tanksley spoke at the last A.P.P.L.E. meeting regarding the role of the school resource officer, addressing concerns and misinformation.
Alumni Association—Ms. Fernandez reported that the Alumni Association at its last meeting nominated a new member and reviewed past meeting minutes and financial reports. A change will occur next year because one of the major foundations will no longer donate money, meaning that the Association will have to reduce the number of scholarships offered. It will, however, continue to do vigilant fundraising. They will contact Mr. Lanenga about implementing a system where donors can go to the O.P.R.F.H.S. website and click on how much they would like to donate.

Discussion also ensued about 1) the NOVA Program and Percy Julian celebration, 2) the success of the Homecoming Alumni social event, and 3) receipt of ten new alumni membership. Tau Gamma was credited for helping to make it successful. Of note were the large turnouts for the graduating classes of 1966 and 1971.

There was discussion about the family reception and the excitement in hearing about the summer enrichment programs.

Ms. Fernandez also asked that Dr. Bridge make announcements of the opportunities for studies available through Alumni Association support. Dr. Bridge assured her that announcements were being made to both faculty and staff.

Citizens’ Council—Ms. Ranney reported that Mr. Prale and Ms. Hill attended the Citizens’ Council meeting to discuss the initiatives. The students who attended the M.S.A.N. Student Leadership Conference in Green Bay were also there and shared their experiences.

ED RED—Ms. Ranney attended the November 9 ED RED meeting and heard Elliott Regenstein, former Director of Education Reform in Illinois, report on new legislation. He stated that after the elections there would be many opportunities in terms of targeted interventions for schools not making AYP. Discussion also ensued about how schools can go through their elected officials to seek funding.

Concert Tour Association—Ms. Ranney reported that the Concert Tour Association was proceeding with fundraisers, i.e., Dominick’s.

Collaboration for Early Childhood—Dr. Greenwald asked a Board of Education member to take his place as the high school’s liaison to the Collaboration for Early Childhood. Ms. Fernandez volunteered for this responsibility with Mr. Rigas as the alternate.
Mr. Edgecombe reported the Certified Staff Profile Reported based on October 1 data. The full-time equivalent (FTE) designation on the Certified Staff Profile report represents the percentage of contractual service for employees who are members of the teaching faculty. As a result, the FTE statistic includes all certified teachers, supervisors, coordinators, dean counselors, deans of discipline and the portion of Division Heads responsibilities devoted to classroom teaching.

For 2005-06, the ending FTE for certified staff was 218.3. As of October 1 of the current school year, the District’s FTE for certified staff was 235. The additional FTE results from student growth (2.9), mandated increases in Special Education (2.2) and implementation of the initiative agenda (11.6)

Mr. Edgecombe noted that 85 percent of O.P.R.F.H.S. teachers have Master Degrees or higher and 15 have Ph.D.s. Forty-eight percent are under the age of forty (40) and 40 percent live within the two communities.

Ms. Fisher remarked the FTE attributable to the new initiatives was 11.6, which denotes that the Board of Education’s effort to step up and address the issues surrounding the achievement gap. An additional 11.6 FTE is a major commitment and the Board of Education continues to request and expect very specific information on ways to proceed and how these teachers work in this area.

Mr. Conway hoped for continued efforts to recruit more African-American faculty, as 12 percent is low for a community of this status. Mr. Edgecombe had discovered that in 1996, there were twenty (20) African-American teachers and today there are thirty (30). The high school continues to address this issue vigorously.

Mr. Edgecombe presented the Educational Support Personnel Profile for 2006-07 as an informational item (attached to and made a part of the minutes of this meeting).

Mr. Lanenga provide the Board of Education with projections on student enrollment. In his written report, he stated the following:

“Each year the enrollment projections are developed for the next five years. The October 1 Housing Reports from the two feeder districts, Districts 90 and 97, are used as well as enrollment data from the local private and parochial schools. The additional thirty-one (31) students enrolled this year reflect an equal increase in the projected number of students for the next two years. However, in 2009-2010, there will be an unexpected increase in the size of the freshman class. This is...
clearly due to an increase in enrollments in this year’s sixth grade class. There is an increase of 61 students. This spike will have an effect on the high school for four years.

“This report is based on the “Housing Report” numbers only. This means that the report reflects only students housed within the walls of the building. However, there are an additional nine (9) eighth graders, nine (9) seventh graders, and eleven (11) sixth graders who are presently receiving educational services outside their elementary building. Historically, these students move to O.P.R.F.H.S. in approximately the same percentage as all students—about 91 percent.”

Student Enrollment Projections (2007-2012)

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Non-agenda Items

Ms. Witham gave an update on the meetings with local business officials. They have discussed collaborating on insurance, as well as buying gas and electric services through a cooperative. The Village of Oak Park explained how it gets free electric service and District 97 explained its financial situation and challenges.

Approval of Closed Session Minutes

Mr. Rigas moved to approve the Closed Session minutes of October 26, November 7 and 9, 2006, as presented; declared that the closed session audiotapes of May 2005 be destroyed; and declared the need for confidentiality for all closed session minutes and accompanying verbatim recordings, if any, prepared from January 1, 1989 through November 1, 2006, and that such minutes and verbatim recordings shall remain closed; seconded by Ms. Fernandez. A roll call vote resulted in six ayes. Motion carried. Dr. Millard abstained.

Acceptance of B.A.T.’s Recommendations On the IASB Resolutions

Mr. Rigas moved to accept the recommendations of B.A.T. regarding the IASB’s Resolutions; seconded by Ms. Fernandez. A roll call vote resulted in six ayes. Motion carried. Dr. Millard abstained.

Approval of Board of Education Regular Meeting Dates for 2007

Mr. Rigas moved to approve the regular Board of Education meeting dates as follows: seconded by Ms. Fernandez. A voice vote resulted in all ayes. Motion carried.

Thursday, January 25, 2007
Thursday, February 22, 2007
Thursday, March 22, 2007
Thursday, April 26, 2007
Tuesday, May 15, 2007 (because of the election)
Thursday, June 28, 2007
Thursday, August 23, 2007
Thursday, September 27, 2007
Thursday, October 25, 2007
Thursday, November 15, 2007 (third Thursday because of Thanksgiving)
Thursday, December 20, 2007 (third Thursday because of Winter Break)

Closed Session
Ms. Fernandez moved to enter closed session at 9:49 p.m. on Thursday, November 16, 2006, for the purpose of discussing the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee or against legal counsel for the District to determine its validity. 5 ILCS 120/2(c)(1), as amended by PA.93—57; Student disciplinary cases 5 ILCS 120/2(c)(10); Collective negotiating matters between the District and its employees or their representatives or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2); seconded by Ms. Ranney. A roll call vote resulted in all ayes. Motion carried.

The Board of Education reconvened its open session at 10:49 p.m., on Thursday, November 16, 2006.

Student Discipline
Ms. Fernandez moved to expel Student EXP 11/16/06-14 as of November 16, 2006, for the remainder of the first semester of the 2006-07 school year but held the expulsion in abeyance contingent upon completion of enrollment and regular attendance at an alternative school for the remainder of the first semester of 2006-07 school year, social probation for the remainder of the 2006-07 school year, ongoing counseling, and verification and maintenance of residency in the District; seconded by Mr. Conway. A roll call vote resulted in all ayes. Motion carried.

Mr. Conway moved to exclude student EXP 11/16/06-15, as of November 16, 2006, for the remainder of the 2006-07 school year but held the exclusion in abeyance contingent upon completion of enrollment and regular attendance at an off-campus therapeutic placement recommended by the Special Education division for the remainder of the 2006-07 school year, ongoing counseling, and verification and maintenance of residency in the District; seconded by Ms. Fisher. A roll call vote resulted in all ayes. Motion carried.
Mr. Rigas moved to drop residency student RES 11/16/06-03 from the rolls of Oak Park and River Forest High School, as of November 16, 2006, due to non-residency and charge for tuition accrued; seconded by Mr. Conway. A roll call vote resulted in all ayes. Motion carried.

**Adjournment**

At 11:15 p.m. on Thursday, November 16, 2006, Ms. Rigas moved to adjourn the Board of Education meeting; seconded by Ms. Ranney. A roll call vote resulted in all ayes. Motion carried.

Dr. Barry S. Greenwald
President

Barbara P. Fernandez
Secretary