SHERMAN COUNTY SCHOOL DISTRICT
BOARD WORK SESSION MEETING MINUTES
March 10, 2014

The Board of Directors of Sherman County School District met in the Sherman County Public/School Library Meeting Room in Moro, Oregon on March 10, 2014. The following were present: Chair, Bill Martin; Vice Chair, Angie Thompson; Directors: Liz Mills, Kyle Blagg and Jim Macnab; Interim Superintendent, Ivan Ritchie; Business Manager, Kim McKinney; Board Secretary, Jennifer Berry; Administrators: Todd Swan, Bill Blevins; Staff Members: Jeanie Pehlke, Amy R-Huffman, Kalie Rolfe, Ree Ella vonBorstel; Facilities Committee: Cliff Jett, Jesse Stutzman, Ken Melzer, Kristi Coelsch, Erin Stone, and Ted vonBorstel; Visitors: Mike Marino and Scott Steel

Project Manager

The meeting began with introductions of the Facilities Committee. Scott Steel stated he would like to get a good understanding from the committee as to what they see as the current plans. He would like to know if the district would like to focus on Option A, B, or C or a combination. The committee explained that the options were set as a wish list. Option A would be ideal and if that wasn't feasible then they would consider option B, then C. Rough figures were attached to these options by square footage but may not be accurate. Scott stated the figures looked fairly close and wondered if another company had worked on this project previously. Chair Martin informed him that most of the information the district has, was from Architects West.

Mike Marino asked if we had any documents of information available to us that we have not yet shared with them. Mike was advised that there may be surveys and grade information on the property that they may not have. Mike requested that the district pull together any information that have not yet received and send it to him. He offered to use his full size scanner to make copies of the surveys and return them to us. Superintendent Ritchie agreed to coordinate getting the information to them. Mike will get survey and grade information and start working up conceptual costs and layouts.

Scott would like to look at funding options and how the project should be phased according to the districts priorities. Mike asked if a budget has been set. He understood that there may be some startup capital available and then annual income. The board advised that they will be more specific with this once they know the cost of each option.

Kim noted that there is a new funding source available. The Weir District is interested in partially or fully funding the building of a new shop.

It was noted that it is important to set a duration for each phase of the project. There is significant effect on the project anytime you shelve something. Many factors change in the meantime such as different people involved, costs, etc.

Mike Marino asked what the main reason is for the consolidation. What is it location of the population, shrinking population, operation costs? The board advised "all of the above". Scott would like to gather information on the operation costs and the student population. Business Manager Kim McKinney and Superintendent Ivan Ritchie will send this information to them.

Chair Martin encouraged the committee to share their input with Mike Marino and Scott Steel.

Cliff Jett noted that the population of county that does not have students in school is not well informed about this project. There is some pushback from them as they don't see the necessity. They need to be well informed as this moves forward.

Scott asked about the upgrades that need to be done in each building. Security is one of the major issues. There is a list of needed upgrades available. The HVAC system was upgraded at the high school and sized for additional load and stubs for upgrade if consolidation occurs.

Some consideration will have to be given to the propane tank that is located in the back of the school during the design phase of the project.

The high school will be evaluated as to the feasibility of using some of the space. The committee would like the separation of the ages in the building and common areas addressed. Mike agreed this is an important topic and you can do it operationally and/or spatially.

Discussion commenced about lunch time. Ree Ella advised that she could easily run two lunches and keep them separate. It may be possible to continuing using the cafeteria as a cafeteria and stage area.

The kitchen will need major renovations. More storage space is needed as is the ability to load supplies.

It was suggested that the library be looked at for elementary children as the "public" library is not setup for elementary kids.

Further discussion will need to take place to decide if an additional gym is necessary. A cafetorium type gym may be possible to cover the needs of both gym space and cafeteria space.

Mike and Scott questioned if there would be water and sewer fees. They advised system development fees can be high and will need to be looked at.

It was suggested to look at other schools that run a K-12 campus to see how they utilize their common space.

The committee advised that they did not agree on everything, so the best practice needs to be decided. The committee agreed that academics and safety are the priority.

Scott reiterated that he understood we would like to see options that maximize the resources we already have. A timeline will be included in the plan they submit. They will also prepare diagrams on boards for display. Mike Marino will submit this to us (once they have the documents requested) and could have it to the district within a couple months. Their speed depends on how quickly we can review, make decisions, and get back to them. He also advised that the Bend Elementary went out for bid this morning, so they will have the most up to date costs available to them, to work with for our estimate.

The district and the project manager will need to collaborate and be flexible throughout the programming phase. The district's attorney wanted specific bullets on each item but, that isn't feasible at this stage of the process.

Chair Martin gave the board an opportunity to ask questions.

The duration of the contract will be 60-90 days.

Mike Marino advised he would like to set the next meeting once he received the drawings and after they have a chance to go over the data.

The Facilities Committee asked if they would be involved anymore. Chair Martin advised yes to some extent. Mike Marino advised that the facilities person should be very involved, which will include Ivan and the custodial staff.

Bill thanked the Facilities Committee, Mike Marino, and Scott Steel for coming.

SHERMAN COUNTY SCHOOL DISTRICT
REGULAR BOARD MEETING MINUTES
March 10, 2014

The Board of Directors of Sherman County School District met in the Sherman County Public/School Library Meeting Room in Moro, Oregon on March 10, 2014. The following were present: Chair, Bill Martin; Vice Chair, Angie Thompson; Directors: Liz Mills, Kyle Blagg and Jim Macnab; Interim Superintendent, Ivan Ritchie; Business Manager, Kim McKinney; Board Secretary, Jennifer Berry; Administrators: Todd Swan, Bill Blevins; Staff Members: Gerald Casper, Jeanie Pehlke, Janet Pinkerton, Ree Ella von Borstel; Student: Emily Hill; Visitors: Brian Metke, Cliff Jett, Ken Melzer, Ted von Borstel, Todd Coles, Erin Stone and Jonathon Rolfe

SUMMARY OF ACTIONS TAKEN

Motion by Director, Kyle Blagg with second from Director, Jim Macnab to adopt the consent agenda as amended. **Action:** The motion carried unanimously.

Motion by Director, Liz Mills with second from Director, Angie Thompson to adopt Board Policies I-L as presented. **Action:** The motion carried unanimously.

Motion by Director, Kyle Blagg with second from Director, Liz Mills to appoint Lisa Kaseberg, Kristi Coelsch and Ted von Borstel to the Budget Committee. **Action:** The motion carried unanimously.

Motion by Director, Liz Mills with second from Director, Angie Thompson to approve Budget Resolution 2013-14 02 as presented. **Action:** The motion carried unanimously.

Motion by Vice Chair, Angie Thompson with second from Director, Elizabeth Mills to approve teacher contract renewals for the 2014-15 school year as detailed on attachment 9.0 of the board agenda. **Action:** The motion carried unanimously.

Motion by Director, Elizabeth Mills with second from Vice Chair, Angie Thompson to offer Bill Blevins a one year contract for the 2014-15 school year. **Action:** The motion carried unanimously.

CALL TO ORDER

Chair, Bill Martin opened the meeting with the Pledge of Allegiance to the American Flag at 7:05 p.m. and thanked everyone for coming.

Student Body Report

Emily Hill gave the student body report as follows:

Student Body Board Report
Monday, March 10, 2014

Husky Hygiene Hustle was held on Friday, February 14, 2014. Due to weather and changes in the basketball schedules, this event was ended up being a "school only" activity. The junior class brought in the most items, followed closely by the junior high students and sophomores. A total of 171 items were collected. These classes will be treated to Italian Sodas for their participation. The Sherman County Food Bank was the recipient of these items and they are always appreciative of this event.

Mr. Husky 2014 will take place on Tuesday, March 18th. We have five outstanding young men who are practicing their dance moves and will provide everyone with an evening of fun and entertainment. The participants are seniors Nick Coleman and Ben Holliday; and freshmen Kyle Fields, Anthony Lloyd and Max Martin. This is an event you won't want to miss. It will start at 7:00 pm in the cafeteria and admission is just $1.00. Votes can be purchased throughout the evening for $1.00 each, and the proceeds will be going toward the Mr. Husky scholarships. In the past, the winner received a $200 scholarship and other participants were awarded $100 scholarships. The theme for this event is ***Mr. Husky Rocks the Decades***, and Elvis (Mr. G) will be the MC for the evening. Participants will represent decades of Rock & Roll music and iconic legends from their eras. A dress rehearsal will take place during 7th period on the 18th, but you won't want to miss the actual event that evening.

Student Body Elections will be held in late April and information and applications will be handed out to interested students after we return from spring break.

The Highlighter Dance is still on our radar, and it is our turn to host South Wasco County students. We will hopefully be able to find a date later this spring that works for both schools.

Recognition of Students, Staff and Community

We are extremely fortunate to have gracious staff and community members who support our school and students. This school year we are continuing the tradition of recognizing various supporters at the beginning portion of each School Board Meeting. While it is possible that we may periodically miss an opportunity to thank someone, we sincerely appreciate the commitment of all of our supporters. We would like to recognize the following people for their devotion to our schools, students, staff and community.

- Classified employees week was last week. Special thanks to all classified employees for their dedicated efforts to the students and staff of the Sherman County School District.
- The staff at Sherman Elementary and Sherman Jr./Sr. High School for their diligent efforts with OAKS testing.
- The Missoula Children's Theatre Directors Jeremy Cunningham and Jennifer Wills for their hard work orchestrating the production, "Blackbeard the Pirate".
- Nell Melzer for hosting lodging for the Missoula Children's Theatre instructors.
- Gerald Casper for coordinating the Missoula Children's Theatre Program and also serving as the district contact.

We truly appreciate the amazing support we receive from so many thoughtful people. Thank you to everyone in our great community and school district for your continued

support! When you have time please visit our Sherman County School District Web Page for the monthly appreciation comments.

COMMENTS FROM VISITORS

Erin Stone: Asked the board to considering passing a policy that offers AP courses to students. She brought documents that support her request. Erin stated it is common in most high schools and is considered by colleges. She noted that students should not be marginalized for ease of scheduling and should have the opportunity to "keep up" with other students throughout the state. Teachers will need to be certified but suggested this is not a hard to certificate to receive. Erin recommended that the district find and make these AP classes available to our students either online or in the classroom.

Dr. Brian Metke: Advised the board of an investment opportunity through Wellington. It requires a minimum $5million investment. This is only for government entities that qualify. He suggested the district look into the investment as it could have a significant return.

ADOPTION OF CONSENT AGENDA

Business

- ✓ Approved Board Meeting Agenda, March 10, 2014 with the following modifications: **[add 6.4 Video Surveillance Policy]**
- ✓ Approved Minutes of Regular Board Meeting, February 11, 2014 (with the deletion of Liz Mills absences after each motion)
- ✓ Approved Bill Listing, Financial Statement

Personnnel

- ✓ Accepted Resignation of Elizabeth Cranston
- ✓ Accepted Resignation of Janet Pinkerton
- ✓ Approve Coach Hire of Stacy Bird, Middle School Track
- ✓ Approve Evan Christiansen, Middle School Volunteer Track Coach
- ✓ Approve Kim McKinney, Middle School Volunteer Track Coach
- ✓ Approve Liz Mills, Middle School Volunteer Track Coach
- ✓ Approve Angie Thompson, Middle School Volunteer Track Coach

Motion by Director, Kyle Blagg with second from Director, Jim Macnab to adopt the consent agenda as amended. **Action:** The motion carried unanimously.

REPORTS AND PRESENTATIONS

Superintendent Report

Superintendent Ritchie submitted the following report:

SHERMAN COUNTY SCHOOL DISTRICT

SUPERINTENDENT REPORT TO SCHOOL BOARD

March 10, 2014
– Ivan Ritchie

COMMON CORE STATE STANDARDS

Bill and Todd are continuing work with staff at each respective building parsing and applying the Core Standards to each teacher's area. The process is different for each specific specialty area. Since teachers are no longer at the same phase in this process they are now meeting separately in their own buildings.

SCHOOL SAFETY

Surveillance. Both buildings have conducted safety committee meetings. Each has proposed locations for video surveillance cameras. Robert Waltenburg at the ESD has stated they will install the cameras and equipment if we purchase it. He is currently pursuing equipment pricing from vendors.

Bleachers. The bleachers at the high school are not currently in compliance with building codes for distance between restraining bars at the top and ends of the bleachers. We have determined that the most concerning area is the top of the main bleachers. We are proceeding with a fix that will place plywood over the existing bars along the top of the bleachers. One side benefit of this is that we think we could sell advertising on this space to benefit the athletic program. A line item will be in the budget to replace the end restraining bars with code compliant bars.

Visitors. We continue with the requirement of having visitors to each campus wear a visitor tag. Staff has been instructed to stop and question anyone without a visitor tag who is not on our regular staff.

Snow and Ice Storms. The transportation director and I have been very vigilant about monitoring snow and ice conditions. We seem to have experienced more freezing rain than normal this winter. Falls on the ice and traffic safety have dictated our decisions. We have not always gotten it 100% right, but we have not had injuries or accidents attributed to the winter conditions. We are also studying the possibility of specifying snow routes when deep snow may prevent buses from safely reaching all designated regular stops.

MAINTENANCE ISSUES

Shop Roof. Brown Roofing made two trips to our shop building this last month. During last week's rain I checked the building and it was not leaking.

Grass Valley Septic System. Last week Cougar Excavating from Wamic dug up and inspected the distribution box on the septic system at Grass Valley. They determined that the drain field is working properly and we have narrowed the problem to the line that runs from the east septic tank to the west septic tank. We are treating the tanks with a foaming agent to clear the line. If the east tank backs up again, the prudent action would be to run a new line over to the distribution box. The cost of this is actually less than pumping the two tanks.

Chair Martin inquired about the Energy Savings Contract. Superintendent Ritchie advised that there is still one window in the staff lounge to be completed. It is being held up in a lawsuit. Building paint was suggested as a future agenda item.

Ghost Students and Impact on Budget

Kim McKinney reported on small school funding. Currently the district is not receiving funds for the 7th and 8th graders which amounts to just under $100k. If the district was one campus these funds would be available. For example, Maupin receives funding even though they are in different buildings, but on the same campus.

Additional savings would be available to the district if it were on one campus. See report below for additional information:

Potential Savings from Consolidation

4.2

Extra small school funding for 7/8 grade students

	2013-14 Extra ADM	2014-15 Extra ADM
Current configuration (only receiving extra small school funding for K-6)	39.4	35.8
One campus (receiving extra small school funding for K-8)	53.9	50.0
Additional ADM if on one campus	14.5	14.2
Funding per ADM	$ 6,429	$ 6,787
Additional school funding we would receive each year	$ 93,220.50	$ 96,375.40

According to Michael Wiltfong at ODE we currently do not receive extra small school funding for 7/8 grades. They are not considered High School students for the extra High school small school funding and because they are not on the same campus as K-6 they are not considered elementary either. If we build an elementary school in Moro they will be counted as elementary even if they are in a different building than the elementary students because ODE would consider it one campus. They currently call these "ghost students."

Extra school funding that would be received	$ 93,220.50	$ 96,375.40
Expenditure savings from consolidating	225,000.00	225,000.00
	$ 318,220.50	$ 321,375.40

This would balance our general fund deficit or come very close.

Administrative Report for Sherman Elementary

Todd Swan began by handing out a letter from the kindergarten teacher, Samantha R-Smith, thanking the board for the additional support and give them an update on how it has helped. He then discussed recent activities at the school that include:

Oaks Testing – Testing begins at the elementary school tomorrow. Pre-test analysis were completed. He went to each class and gave tips and motivations for testing. Testing times were strategically scheduled for optimal performance.

Site Council – The site council is meeting on march 18th to discuss a school improvement plan and the title program.

TAG Field Trip – Connie Martin, TAG Coordinator, took the TAG students on a field trip to the Oregon Historical Museum and the Portland Youth Philharmonic. He extended gratitude to Jill Martin and DeeAnn Ramos for chaperoning. There was a $300 transportation grant used for this trip.

Dr. Seuss Day – March 3rd the elementary school celebrated Dr. Seuss' birthday with a Stop, Drop, Read literacy activity.

Missoula Children's Theatre – The students practiced and performed last week.

Spring Band Concert – Took place on March 4th.

Wasco Electric – They visited the 3rd and 4th grade and discussed school safety with them.

Classified Employees Week – Todd acknowledged his appreciation for the classified staff.

Athletic Director Report

Athletic Director, Todd Swan discussed the following:

Winter Sports Program – March 13th, 7:00pm

Basketball Recognition

1st Team: Andie Harrison & Austin Kaseberg
Honorable Mention – Katie Poirier, Janet Guzman & Max Martin
There wasn't a 2nd team this year.

Spring Sports Participation –

Tennis: 10
Baseball: 13 (Arlington decided not to co-op.)
Track: 21

Gym Floor Resurface – The gym floors are done on rotation. The high school is being done this year on 6/26. There are lines missing on the gym floor and those will be added when they

resurface. This will add an extra day to the process to allow for the paint to dry from the new lines.

MCMC Athletic Training – MCMC will offer this free of charge. It will take place July-August, Monday-Thursday from 6:30-8:30pm. An informational packet will be sent home with students. Chair Martin asked who will supervise during these times? Todd advised he will look into this.

Todd made the board aware of a future agenda item regarding a possible co-op with The Dalles for Cross Country and Wrestling. The logistics will need to be worked out but Todd wanted the board to be aware and he will ask for approval later. The board asked if this type of co-op had been done in the past. The only time anyone could remember was when a student did equestrian with Goldendale. It was suggested to try to look into this to see how it was handled then.

Administrative Report for Jr./Sr. High School – Bill Blevins

Principal Blevins gave the following report:

Bill Blevins Principal Report for School Board Agenda Monday, March 10, 2014

Potential Class Changes

Add	**Remove**
Calculus *	Spanish 7/8
Algebra 1*	Food (.5)
Geometry*	Textile Arts (.5)
HS Art	Culinary Arts
MS Art	
Spanish 3	
STEM (Engineering, Programming, Circuits, wind Challenge)	
Online Mentor period	
Life Skills (special ed)	
Careers / Personal Finance *	

*Geometry, Careers, Personal Finance, and Algebra 1 have been offered in the past, but were not offered this year.

GO (*Greater Oregon*) STEM *(Science, Technology, Engineering, and Math*) Collaborative

We have been able to place our science teacher, Mr. Gradek, into the GO STEM Collaborative which is organized by Eastern Oregon University as one of the six regional STEM hubs in Oregon. The program is in year two of three of the grant. There are six STEM hubs serving Oregon, but none included our district.

The program will provide Mr. Gradek with professional development to implement STEM into the classroom.

State Tests for 2014-15 – First Round

Percentage of Students Meets or Exceeds for 2013-14

Grade	Reading	Mathematics	Social Sciences	Science	Writing
Grade 7	73%	44%	N/A	N/A	N/A
Grade 8	71%	60%	60%	N/A	N/A
High School	88%	71%	71%	72%	N/A

Percentage of Students Tested

Grade	Reading	Mathematics	Social Sciences	Science	Writing
Grade 7	88%	94%	N/A	N/A	N/A
Grade 8	82%	88%	88%	N/A	N/A
High School	85%	85%	85%	90%	N/A

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Percentage of Students Meets or Exceeds for 2012-13

Grade	Reading	Mathematics	Science	Social Sciences	Writing
Grade 3	56%	47%	N/A	N/A	N/A
Grade 4	82%	88%	N/A	N/A	N/A
Grade 5	84%	79%	84%	95%	N/A
Grade 6	68%	58%	N/A	N/A	N/A
Grade 7	94%	88%	N/A	N/A	N/A
Grade 8	67%	43%	76%	75%	N/A
High School	89%	50%	63%	64%	71%

Mr. Blevins advised that all students are testing this year. Students that pass OAKS are grandfathered in and will not have to pass Smarter Balance in order to graduate.

ORVED / Online Classes

We have received a notification of intent to renew the charter agreement between ORVED – East and Sherman County School District.

Some specific concerns of mine were addressed by the Executive Director.

- How long should it take for a student's question to be answered through email?
  Instructors are to respond within 24 hours to students.

- Are they making personal contact with the student and parents*? I remember in the online class training you did, we went through a mock exercise of making phone calls.*
  Each student is to have 2 two-way communications with each of their teachers every week. Those often include parents.

- Are instructors required to have set "office" hours when they are supposed to be available?
  Each instructor sets their own office hours. Many students and teachers schedule their weekly visits accordingly.

Online Mentor positions – Much like our Early College Program, we will place our students who

Alternative Online Options	
Stanford Online High School 84 Courses, including 16 A.P.	$3,640 per course
Bridgewater Academy (Odysseyware) 150 Courses, including three A.P.	$250 per course
BYU Independent Study Online Courses (large catalog with 4 A.P.)	$132 per course (does not include cost of textbooks)
K12/Insight (Large course offerings)	$425 per class (does not include cost of textbooks)
Duke Independent Learning – classes are not graded and they offer no textbook, but high school may grant credit for taking them.	Approx. $200 per course + cost of textbooks if required

32 students took ORVED classes last year. The high number was due to the fact that physics was not offered last year and the students had to take the class through ORVED. The district gets $15k from ORVED for classes and the district will not use all of that this year. Physics wil need to be offered again next year and he advised that they are working on getting a teacher qualified to teach it. The contract ORVED does not have to be renewed until June or July. Mr. Blevins feels ORVED may not be around much longer and these are alternatives if we need them in the future.

Water Well

Replaced the pump and motor for our well. We also have an improper power supply at the pump. It is yet to be determined if the problem is with the wiring to the pump or from the power supply itself. Coburn Electric will be looking into the problem. We are currently using city water.

Phase protection will be put on new pump in hopes that this will prevent this from happening again.

Mr. Blevins discussed attendance issues. They will be giving incentives for good attendance. Letters sent home with students having issues and the Sheriff's Office is being utilized if needed.

UNFINISHED BUSINESS

Adoption of Board Policies I-L

These policies have been out for review for the required time and no public comment has been received.

Motion by Director, Liz Mills with second from Director, Angie Thompson to adopt Board Policies I-L as presented. **Action:** The motion carried unanimously.

NEW BUSINESS

2014-2015 School Calendar

Gerald handed out an updated calendar from the one in the board packet. He added homecoming and corrected the Professional Development Day. It was suggested to clarify that there is no elementary school on 4/10. This was handed out for review and will be on the agenda next month.

Budget Committee Positions

Kim received letters of interest from Lisa Kaseberg for Wasco, Kristi Coelsch for Moro, and Erin Stone and Ted von Borstel in Grass Valley. Erin Stone withdrew during the meeting.

Motion by Director, Kyle Blagg with second from Director, Liz Mills to appoint Lisa Kaseberg, Kristi Coelsch and Ted von Borstel to the Budget Committee. **Action:** The motion carried unanimously.

Budget Resolution 2013-14 02, Public Library Beginning Cash

They had more cash carryover from last year and they want to appropriate it in order to make it available to them. The district is the custodian of library funds so the board will need to approve the amendment.

Motion by Director, Liz Mills with second from Director, Angie Thompson to approve Budget Resolution 2013-14 02 as presented. **Action:** The motion carried unanimously.

Video Surveillance Policy

Requested of the board to read through the policy and consider it a first reading. No action is required at this meeting. There is currently policy but this is the update.

COMMENTS FROM VISITORS

Cliff Jett – Reminded the board that they agreed to have a representative come to city council and city/county collaboration meetings. Superintendent Ritchie has a schedule and they will make an effort to start attending these again.

Johnathon Rolfe – Thanked the board for their decision to add extra support in the Kindergarten classroom.

Ken Melzer – Commended the board for hiring a project manager for the consolidation project. He stated he feels that the Facilities Committee has completed the task they were charged with. He doesn't feel like they are needed at this point. Mr. Melzer asked about the status on resurfacing the track. He was advised this will be done after this track season.

EXECUTIVE SESSION

The board went into Executive Session at 8:45 p.m . under ORS 192.660(2)(b) Personnel and ORS 192.660(2)(e) Property.

Return to Open Session at 9:58 p.m.

REGULAR SESSION

Motion by Vice Chair, Angie Thompson with second from Director, Elizabeth Mills to approve teacher contract renewals for the 2014-15 school year as detailed on attachment 9.0 of the board agenda. **Action:** The motion carried unanimously.

Motion by Director, Elizabeth Mills with second from Vice Chair, Angie Thompson to offer Bill Blevins a one year contract for the 2014-15 school year. **Action:** The motion carried unanimously.

FUTURE AGENDA ITEMS, CLOSING COMMENTS, AND UPCOMING

- Energy Savings Performance Contract – Building Paint, Window, etc.
- Track Resurfacing
- ORVED Update

NEXT MEETING

Next regular board meeting, April 14, 2014

ADJOURNMENT

There being no further business, Chair Martin declared the meeting adjourned at 10:02 p.m.

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Chair, Bill Martin Board Secretary, Jennifer Berry