

REGULAR MEETING

The Regular Meeting of the School Board of School District 24J, Marion County, Salem, Oregon, was held Tuesday, December 9, 2008, in Room 2, at Support Services Center, 2575 Commercial Street SE, Salem, Oregon, with Chairperson Steve Chambers presiding.

BOARD MEMBERS PRESENT: Steve Chambers, Chair
Ron Jones, Vice Chair
Rick Kimball, Director
Bob Mink, Director
Hanten Day, Director
Chuck Lee, Director

ABSENT: Krina Lemons, Director

EXECUTIVE CABINET PRESENT: Sandy Husk, Superintendent-Clerk; Glenn Gelbrich, Deputy Superintendent; Rich Goward, Chief Operations Officer; Mary Cadez, Executive Director, Human Resources; Kristen Duus, Director, Technology and Information Services; Mary Paulson, Chief of Staff, Executive Administration; and Jay Remy, Director, Communications and Community Relations.

ALSO PRESENT: Paul Dakopolos, Attorney for the District

Representing the Statesman Journal: Mackenzie Ryan

Representing the KeizerTimes: Herb Swett

SECRETARY TO THE SCHOOL BOARD
Debra Garrigues

Chairperson Chambers called the meeting to order at 6:03 p.m.

ANNOUNCEMENTS/AGENDA MODIFICATIONS

None.

SPOTLIGHT ON SUCCESS

Superintendent Husk, Chairperson Chambers, and various Cabinet members shared recognition of individuals and/or groups for their outstanding work and/or contributions to the School District (see Attachment A for details; also a handout was provided entitled School Superintendent's Insider – see Attachment B).

(See Spotlight on Success, **Attachment A.**)

(See School Superintendent's Insider, **Attachment B.**)

COMMUNICATIONS ~ AUDIENCE

(Subjects related to agenda items)

The following citizens addressed the Board (see Sign-Up Sheet for further information):

Jane Killefer, 4485 18th Place S, Salem (representing Salem-Keizer Education Association).

Janet Sanders, 4749 Thorman Avenue NE, Salem (representing Salem-Keizer Association of Classified Employees).

ACTION ON HIRING RELATED TO ORGANIZATIONAL CHANGES

Background

The District's Strategic Plan focuses the work of staff for instruction, leadership development, public engagement, and effective and efficient support services in order to realize the Board's goal. The District has seen the level of trust in the District improve based on increases in student achievement; the passage of the biggest k-12 bond measure in Oregon history by the largest approval margin of any large district in the 2008 election; greater efficiencies through the Quality Assurance Model; and improvements in internal and external communication and engagement. While there is much to celebrate, there is still work to do -- particularly in terms of accelerating student achievement.

In order to continue and accelerate the progress made thus far, staff is suggesting several significant changes in the District's organizational structure. They include the following:

- To prepare our students for higher education and successful transition to the workforce and align our testing and assessment functions to best prepare students to exceed the State Standards, the position of Assistant Superintendent for Research and Development has been created. This position will oversee Technology Services, Student Assessment, Accelerated Learning Options and Career/Technical Education Staff is recommending the School Board approve the hiring of Dr. Salam Noor for this position.

Action on Hiring Related to Organizational Change (continued)

- To prepare for the implementation of our \$242 million repair and construction program and address budget issues we will face in the next biennium; several functions and reporting structures currently in our district business/support functions will be reassigned. As Chief Financial Officer, Rich Goward will focus on fiscal responsibilities, selling construction bonds, accountability of construction contracts and purchases aligned with the opening of new schools.

Other changes to the reporting structures include: The Facilities and Planning Department will report to the Superintendent; the Student Transportation Department will report to the Deputy Superintendent; the director of Student Services and Risk Management will report to the Assistant Supt. of Human Resources; and the Security Department will report to the Chief of Staff. (Please see attached organizational chart.)

- Given the change in scope, staff is recommending a change of title for Mary Cadez to Assistant Superintendent.

Other organizational changes allow this restructuring to be better than cost neutral for the remainder of this year and 2009-10. The oral report at the December 9, 2008, meeting will provide additional details. Staff recommends the School Board approve the hiring of Dr. Salam Noor as the Assistant Superintendent of Research and Development and the title change for Mary Cadez from Executive Director to Assistant Superintendent of Human Resources.

Superintendent Husk explained in more detail—via a PowerPoint presentation—the organizational changes (see Background above) occurring within the District to better serve its students with their educational needs and goals. She reviewed the changes in the leadership structure (Executive Cabinet and applicable departments) and pointed out that the restructuring would allow better use of the recently-passed construction bond funds. She added that the reorganization would be virtually cost neutral through the end of the 2009-10 school year. The Superintendent also recommended approval for the hiring of Dr. Salam Noor as the new Assistant Superintendent of Research and Development, and a title change for Mary Cadez from Executive Director to Assistant Superintendent of Human Resources.

She continued that the current Compensatory Education department would become the Instructional Services department to make it more compatible with what that department actually does and the English Language Learner program would be referred to as English Language Acquisition to better identify it with its purpose. She added that there was great community support for the education of children and that many important entities seemed to be coming together on their focus and understanding.

DIRECTOR KIMBALL MOVED APPROVAL OF A HIRING AND A TITLE CHANGE RELATED TO THE ORGANIZATIONAL CHANGES AS PRESENTED. SECONDED BY DIRECTOR LEE.

Director Day said he didn't think the policy governance that the Board was now following allowed for the Board to vote on hiring and that the Superintendent should do it. Paul Dakopolos, Attorney for the District, explained that the Board still approves many hires including licenses staff. There was general discussion on this issue including that the Board was not hiring anyone but was simply approving the Superintendent's recommendation of hiring an administrator. Director Day stated that he would refrain from voting because the Board had policy governance in place. Director Kimball said they were following state law by approving certain hires. Discussion on this issue continued. Director Lee asked some clarifying questions about the yearly salary of the new administrator and Superintendent Husk responded. Director Day commented that the organizational chart shown in the presentation was missing the School Board, and Superintendent Husk said that was a good point

Action on Hiring Related to Organizational Change (continued)

but that it wasn't a complete chart—just an overview. There was general discussion on the cost neutrality of the changes as well as other various funding, budget and cost issues.

BY VOICE VOTE, MOTION CARRIED WITH DIRECTOR DAY ABSTAINING. 5-Yes; 1-Abstension. Director Lemons was absent.

(See Hiring Related to Organizational Changes, **Attachment C.**)

**ACTION ON RESOLUTION AUTHORIZING THE
ISSURANCE OF GENERAL OBLIGATION BONDS**

Background

On November 4, 2008 District voters approved a \$242.1 million construction bond that focuses on renovations, repairs, and upgrades to District schools to alleviate overcrowding, impact school safety, and improve learning environments. Some of the specific items on the construction schedule include the purchase of portable classrooms to address short-term overcrowding, construction of a new middle school in west Salem and three new elementary schools (one in NE, one in South, and one in West Salem).

In order to move forward with the construction schedule, the Board must pass a resolution to permit the issuance and sale of \$242.1 million of general obligation bonds. Key steps take place in January when staff will draft and refine the investor and rating agency documents as well as meet with rating agencies to obtain bond ratings. The bonds will tentatively be sold and closed in February depending on market conditions.

The District's bond attorney has worked with staff to develop a resolution for this purpose, and staff recommends that the Board approve the issuance and sale of \$242.1 million of general obligation bonds per the resolution.

Superintendent Husk reiterated the background information and said this action allows the District to begin moving forward with the issuance and sale of the general obligation bonds.

DIRECTOR LEE MOVED APPROVAL OF THE RESOLUTION AUTHORIZING THE ISSUANCE OF GENERAL OBLIGATION BONDS AS PRESENTED. SECONDED BY DIRECTOR JONES.

BY VOICE VOTE, MOTION CARRIED UNANIMOUSLY. Director Lemons was absent.

(See Resolution Relating to General Obligation Bonds, **Attachment D**.)

ACTION ON ADOPTION OF OREGON SCHOOL BOARDS ASSOCIATION RESOLUTIONS

Background

Last year, the membership of the Oregon School Board Association (OSBA) adopted a new governance structure, which changed the process for the voting on OSBA resolutions. The new process requires school Adoption of OSBA Resolutions (continued)

boards to vote as a board. The OSBA Board has referred three resolutions to local school boards for discussion and voting. The resolutions are as follows:

Resolution 1 – Amends the OSBA Constitution: Housekeeping changes to Constitution Reflected Adopted OSBA Governance Model.

Resolution 2 – Amends the OSBA Constitution: Establishes Rules of OSBA Access to Endowment Principal.

Resolution 3 – Adopts the Recommended 2009 OSBA Legislative Policies and Priorities.

Once the School Board has made their decision, Debi Garrigues, Secretary to the School Board, will forward the results to OSBA.

DIRECTOR KIMBALL MOVED APPROVAL OF THE ADOPTION OF OREGON SCHOOL BOARDS ASSOCIATION RESOLUTION 1, AS PRESENTED. SECONDED BY DIRECTOR JONES.

Chairperson Chambers read input from Director Lemons on the three resolutions from OSBA since she was unable to attend the Board meeting that evening (see a copy of Director Lemons' comments – Attachment E).

BY VOICE VOTE, THE MOTION CARRIED. Director Lemons was absent.

DIRECTOR LEE MOVED APPROVAL OF THE ADOPTION OF OREGON SCHOOL BOARDS ASSOCIATION RESOLUTION 2, AS PRESENTED. SECONDED BY DIRECTOR JONES.

Director Mink commented that the health insurance money comes to OSBA from the school districts and said he wanted to know why it wasn't coming back to the districts instead of going to OSBA. Director Jones agreed with the question and said he'd like to have discussions with the other boards on this issue. Superintendent Husk responded that the Salem-Keizer School District was not in the insurance pool, so it wouldn't pertain to

them. Director Kimball agreed with Director Mink's question as well as Director Jones' comments. Chairperson Chambers pointed out that this resolution was time-sensitive.

BY VOICE VOTE, THE MOTION FAILED UNANIMOUSLY. Director Lemons was absent.

(Note: There was a reconsideration of this vote—see below—before completing this agenda item.)

DIRECTOR KIMBALL MOVED APPROVAL OF THE ADOPTION OF OREGON SCHOOL BOARDS ASSOCIATION RESOLUTION 3, AS PRESENTED. SECONDED BY DIRECTOR DAY.

Director Mink commented that when decisions are being demanded too quickly, the prudent thing is to say "no." He said they don't have enough information to vote on this resolution, and that often OSBA's priorities don't line up with his. Director Kimball agreed with Director Mink's concerns. Chairperson read Director Lemons' comments on this resolution (see Attachment E). There was continued discussion on structural tax reform and changes in the tax kicker as well as the lateness in being asked to make these decisions. Director Kimball said he'd support the resolution as the Board did receive a pamphlet on this issue earlier, and he thought the policies and goals lined up fairly well with the District's. Director Day agreed with Director Kimball's reasons for supporting the resolution. There was general discussion on information sent from OSBA to the Board members' homes instead of through the Superintendent/School Board office; and on readings and actions at board meetings.

Adoption of OSBA Resolutions (continued)

BY VOICE VOTE, THE MOTION CARRIED WITH DIRECTORS MINK AND JONES VOTING NO. 4-Yes; 2-No. Director Lemons was absent.

DIRECTOR KIMBALL MOVED APPROVAL OF RECONSIDERATION OF THE ORIGINAL MOTION RELATING TO OREGON SCHOOL BOARDS ASSOCIATION RESOLUTION 2 IN ORDER TO RECORD THE SCHOOL BOARD AS A WHOLE ABSTAINING ALTOGETHER FROM VOTING ON THE RESOLUTION. SECONDED BY DIRECTOR LEE. (Note: This would be to change the vote from "no" to an "abstention.")

There was general discussion relating to the fact that the Board wanted a show of abstention so that they aren't making a decision on something that doesn't affect them, and that there was not enough information provided for them to make an informed choice.

BY VOICE VOTE, THE RECONSIDERED MOTION CARRIED UNANIMOUSLY. Director Lemons was absent.

(See Director Lemons' Comments, **Attachment E.**)

(See Oregon School Boards Association Resolutions, **Attachment F.**)

ACTION ON ELECTION OF OREGON SCHOOL BOARDS ASSOCIATION OFFICERS

Background

Last year, the membership of the Oregon School Board Association adopted a new governance structure, which changed the process for the election of officers. The new process requires School Boards to vote, as a board, for the individuals they would like to serve as OSBA officers. The following individuals are candidates:

For Secretary Treasurer: *Dave Krumbein*, Board Member from Pendleton School District
Bobbie Regan, Board Member from Portland School District

Vice President: *Scott Pillar*, Board Member for High Desert ESD

President-Elect: Beth Gerot, Board Member from Eugene School District

The School Board is requested to elect one representative for each position listed above to serve as OSBA Officers. Once the School Board has made their decision, Debi Garrigues, Secretary to the School Board, will forward the results to OSBA.

Chairperson Chambers read Director Lemons' comments on voting for OSBA officers (see Attachment E). Director Mink said he'd be voting for Dave Krumbein, and Directors Lee and Day said they'd be voting for Bobbie Regan.

CHAIRPERSON CHAMBERS MOVED FOR A VOICE OF EACH BOARD MEMBER ON THEIR CHOICE FOR OREGON SCHOOL BOARDS ASSOCIATION SECRETARY/TREASURER. SECONDED UNANIMOUSLY BY ALL PRESENT BOARD MEMBERS.

BY VOICE VOTE, EACH BOARD MEMBER VOTED AS FOLLOWS:
FOR DAVE KRUMBEIN – DIRECTORS KIMBALL AND MINK
FOR BOBBIE REGAN – DIRECTORS CHAMBERS, LEE, JONES AND DAY
Director Lemons was absent

CHAIRPERSON CHAMBERS MOVED APPROVAL OF NOMINATING SCOTT PILLAR FOR VICE PRESIDENT OF OREGON SCHOOL BOARDS ASSOCIATION AS PRESENTED. SECONDED UNANIMOUSLY BY ALL BOARD MEMBERS PRESENT.

BY VOICE VOTE, MOTION CARRIED UNANIMOUSLY. Director Lemons was absent.

CHAIRPERSON CHAMBERS MOVED APPROVAL OF NOMINATING BETH GEROT FOR PRESIDENT-ELECT OF OREGON SCHOOL BOARDS ASSOCIATION AS PRESENTED. SECONDED UNANIMOUSLY BY ALL BOARD MEMBERS PRESENT.

BY VOICE VOTE, MOTION CARRIED UNANIMOUSLY. Director Lemons was absent.

(See Election of Oregon School Boards Association Officers, **Attachment G.**)

ADOPTION OF CONSENT CALENDAR

All items on the Consent Calendar may be adopted as a group by a single motion unless pulled for special consideration.

Director Kimball pulled item 4.a.(2).

Director Day pulled item 4.b.(2).

DIRECTOR MINK MOVED ADOPTION OF THE CONSENT CALENDAR AS PRESENTED WITH ITEMS 4.A.(2) AND 4.B.(2) PULLED. SECONDED BY DIRECTOR DAY.

BY VOICE VOTE, MOTION CARRIED UNANIMOUSLY. Director Lemons was absent.

Director Kimball—referring to 4.a.(2)—commented that the recent bond had passed by 58% of the voters and acknowledged the efforts of the citizens committee that supported it and helped get it passed. He added that Chairperson Chambers also deserved recognition for his hard work on the District's behalf.

DIRECTOR KIMBALL MOVED ADOPTION OF CONSENT CALENDAR ITEM 4.A.(2) AS PRESENTED. SECONDED BY DIRECTOR MINK.

BY VOICE VOTE, MOTION CARRIED UNANIMOUSLY. Director Lemons was absent.

Director Day—referring to—4.b.(2)—asked for clarification on why action items were placed in the Consent Calendar instead of under Action. He said he thought they should always do a First Reading and a Second Reading no matter what, and all action items under Action including housekeeping and procedural items as well. He said this was only a suggestion. He also asked additional clarifying questions of specific procedures and processes related to the purchase of new software.

DIRECTOR MINK MOVED ADOPTION OF CONSENT CALENDAR ITEM 4.B.(2) AS PRESENTED. SECONDED BY DIRECTOR KIMBALL.

Superintendent Husk responded to Director Day's question explaining the difference between cost-avoidance and a cost, adding that this had been discussed at the last Board meeting. General discussion on this issue continued.

Adoption of Consent Calendar (continued)

DIRECTOR MINK CALLED FOR THE QUESTION AND DIRECTOR DAY SAID HE OPPOSED CALLING FOR THE QUESTION.

BY VOICE VOTE, THE MOTION CARRIED WITH DIRECTOR DAY VOTING NO. 5-Yes; 1-No. Director Lemons was absent.

- 4.a.(1) Minutes of Meeting held on November 12, 2008.
- 4.a.(2) Acceptance of November Bond Election Results.
- 4.b.(1) Adoption and Appropriation of Grant Project Budgets.
- 4.b.(2) Contingency Transfer Request to Purchase e-Procedure Software.
- 4.c.(1) Personnel Actions.

(For Adopted Items, see **Attachment H.**)

MONITORING REPORT: EL-6 – STAFF EVALUATION

Background

Executive Limitation 6: Staff Evaluation: With respect to evaluation of employees, the Superintendent shall not fail to develop an evaluation system that measures employee performance in terms of achieving the Board's Results policies.

Accordingly, the Superintendent shall not:

1. Fail to develop and administer an evaluation system for licensed personnel designed to:
 - a) Improve instruction; b) Measure professional improvement, development, and performance; c) Document unsatisfactory performance; d) Link teacher performance with multiple measures; and e) Assure that instructional time is used to maximize student learning.

Evidence of compliance: An adopted published evaluation document "Evaluation Through Performance Improvement Commitments (EPIC) is used to report in a summative fashion the performance of licensed personnel relative to the district licensed staff standards outlined in the appendix of that document. In addition there are specialized observation tools for administrators to use in observing and evaluating counselors, speech and language pathologists, occupational therapists, and physical therapists. A minimum of two formal observations are completed for probationary licensed staff and at least one formal observation is completed for contract licensed staff annually. An option of using a Professional Growth Plan is available for contract licensed staff with the approval of their supervisor. Performance goals are an important part of the evaluation process for licensed personnel and are completed annually in addition to the aforementioned process.

This past summer Elementary Principals were trained in the use of the Quick Visit Protocol (QVP) from the New Teacher Center. The QVP is designed to give teachers immediate and positive feedback following administrator visits with written results left with the teacher following each visit to the classroom. The use of formative assessment procedures in several schools in the district permits teachers to work within their PLCs and review formative data that provides information about teaching strategies that they have used with students so that they are able to self evaluate.

Report on EL-6 (continued)

Evidence of non-compliance:

Presently 7 percent of evaluations for licensed personnel are not submitted for the 07-08 year and 8 percent of those submitted were incomplete. The HR department is working with supervisory staff to correct this situation in the future.

2. Fail to develop and administer an evaluation system for classified personnel that links performance with continued employment.

Evidence of compliance: District classified employees are evaluated annually using a ten factor evaluation form that is completed by their supervisor that indicates whether the employee meets the district standard or requires improvement. If a factor is noted as requiring improvement then a written explanation is provided to the employee. A summary cover page is completed with the factor rating sheet and provides information about growth and development and the supervisor's recommendation for continued employment. The completed performance rating form and cover sheet is sent to Human Resources Department at the end of the probationary period (6 months) and then annually (by June) for each employee. A new evaluation instrument is being developed to be piloted with bus drivers in order to provide them with consistent and meaningful feedback.

Evidence of non-compliance:

A corrective action has been filed with the QAM process to revise the evaluation form for classified employees. There are large employee groups where meaningful evaluation of their performance is not evidenced using the current instrument, e.g. the transportation department. Efforts are underway to develop a meaningful and cost effective process that can be used with drivers beyond their probationary period that provides feedback on their job performance.

The job description project that is being conducted in the district will provide more detailed information about the performance competencies needed for each job and will permit the development of a more relevant feedback system for all education support employees.

3. Fail to develop and administer an evaluation system for administrative personnel that links multiple levels of performance with continued employment.

Evidence of compliance: Supervision: A Guide for Administrators (SAGA) is the evaluation document used in the district for evaluating licensed supervisory staff. In the first three years this process involves mentor conferences every nine weeks with written feedback to the administrator with a year end report that includes the feedback forms from the nine week formative meetings. Contract administrators on standard and continuing licenses continue with a professional development plan (PDP) and goal setting. Each of these is completed annually and the written document is placed in the administrator's file by June.

Evidence of non-compliance:

None.

4. Fail to provide to the Board an annual report on the effectiveness of the evaluation system and its alignment with the Board's Results policies.

Evidence of compliance: A report will be provided to the Board that summarizes steps taken to correct the non-compliance issues, and the effectiveness of the evaluation system and its use in July 2009 after the evaluation cycle is completed for the 2008-09 year.

Report on EL-6 (continued)

Superintendent Husk reviewed the various evidences demonstrating that the District was in general compliance with EL-6, which relates to staff evaluations.

There was general discussion on administrator evaluations, non-completed staff (licensed and classified) evaluations, and accountability for not getting them done. Director Day pointed out that the Board still didn't have an evaluation plan for the superintendent. Superintendent Husk responded that the plan is already in their policy governance language and explained that Board leadership would be reviewing it before bringing it to the full Board. The Board, by general consensus, agreed that the District was in compliance with EL-6.

(See Monitoring Report: EL-6 – Staff Evaluation, **Attachment I.**)

NEXT STEPS FOR BOND ACTIVITIES

Background

This report is designed to give the School Board and the public an outline of the activities that staff are involved with and a general timeline related to the construction bond. The following are the goals we have are targeting within the next 30 days.

- Establish the Citizen Oversight Committees.
- Finalize the first 6 months of the bond schedule. This includes management organization, construction schedules, staffing requirements, cash flow, and reporting procedures.
- Begin the process of hiring for the Bond Management Team.
- Develop the process for the review of the educational and design specifications.
- Issue Requests for Proposals for project management, architects, and seismic engineering.
- Create a reporting schedule for regular updates for the School Board.
- Continue to develop a bond communication plan.
- Create a schedule to bring to the School Board information on the purchase of land.
- Create the preliminary official investor documents for the selling of bonds.

Superintendent Husk provided a general overview of various “next steps” of activities related to the District’s recently-passed construction bond (see specifics in Background information above). She added that the District sees the Citizens’ Oversight Committee being focused on providing input on such issues as school sitings in neighborhoods, and communication with the public including feedback forums. She said they would also have a smaller group—experienced in technology—to help take District forward in that area. She added that they would be bringing names to the Board for potential committee members in the near future.

Chairperson Chambers commented that there was no current process for naming schools as the committee that used to do that no longer exists. He added that it was pretty early to be getting requests already, and explained that the District would be working on a naming process at a later date.

The Board gave a general consensus of agreement for both reports presented.

(See Next Steps for Bond Activities, **Attachment J.**)

FUTURE WORK SESSIONS OF THE SCHOOL BOARD

(See **Attachment K.**)

MONTHLY BUDGET COMMITTEE MEETINGS SCHEDULE

(See **Attachment L.**)

ADDITIONAL AUDIENCE COMMUNICATION

(Subjects not related to agenda items)

The following citizens addressed the Board (see Sign-Up Sheet for more information):

Javier Quiyoz, 3840 38th Avenue (sign up sheet shows 4629 Indiana Avenue), Salem.

Luis Salazar, did not respond when called.

Gary (no last name), did not respond when called.

SCHOOL BOARD REPORTS AND HIGHLIGHTS

Board Directors highlighted their recent activities, such as attending school, District, and community functions, conferences and seminars, and other community or local government meetings and events; and provided updates on other areas of participation or attendance.

SUPERINTENDENT'S COMMENTS

Superintendent Husk commented on the following:

- The reports presented earlier in the meeting "said it all" regarding the pertinent community entities coming together to work to solve concerns and issues.

CHAIRPERSON CHAMBERS RECESSED THE REGULAR BOARD MEETING AT 7:58 P.M. IN ORDER FOR THE BOARD TO MEET IN EXECUTIVE SESSION.

CHAIRPERSON CHAMBERS RECONVENED THE REGULAR BOARD MEETING AT 9:29 P.M. IN ORDER FOR THE BOARD TO TAKE ACTION ON DISMISSAL APPEAL.

ACTION ON AN APPEAL OF A DISMISSAL

DIRECTOR KIMBALL MOVED APPROVAL OF UPHOLDING THE DISMISSAL AND DENYING THE APPEAL OF MARIBEL VILLANUEVA AS PRESENTED. SECONDED BY DIRECTOR JONES.

BY VOICE VOTE, MOTION CARRIED WITH DIRECTOR DAY VOTING NO. 5-Yes;1-No. Director Lemons was absent.

NO FURTHER BUSINESS BEING PRESENTED AT THIS TIME, CHAIRPERSON CHAMBERS ADJOURNED THIS MEETING AT 9:32 P.M.

Chairperson

Superintendent-Clerk