



**SEPTEMBER 19, 2007
REGULAR BOARD MEETING
ADOPTED MINUTES**

**District Office - Boardroom
292 Green Valley Road
Watsonville, CA 95076**

1.0 CLOSED SESSION OPENING CEREMONY IN OPEN SESSION – 6:00 PM

1.1 Call to Order

President Keegan called the meeting to order at 6:05 pm at 294 Green Valley Road, Watsonville, CA.

1.2 Public comments on closed session agenda.

None.

2.0 CLOSED SESSION

2.1

Public Employee Appointment: Certificated, Classified

New Hires

- 1 Administrative Secretary I
- 1 Behavior Technician
- 1 Benefits Specialist
- 1 Bus Driver
- 1 Instructional Assistant I – Special Education
- 1 Planning Assistant
- 4 Elementary Teachers
- 3 Special Services Specialists
- 7 Secondary Teachers

Rehires

- 1 Charter School Teacher
- 5 Elementary Teachers
- 2 Secondary Teachers
- 1 Special Services Specialist

Administrative

None

Promotion

- 1 Administrative Secretary II
- 1 Instructional Assistant I – Special Education
- 1 Low Incidence Technician – Special Education

Permanent Appointments

None

Transfer

- 1 Child Development Teacher
- 1 Elementary Administrator
- 1 Pre School Teacher

Extra Pay Assignment

- 56 Secondary Teachers

Extra Period

- 8 Secondary Teachers

Leaves of Absences

- 1 Administrative Secretary II
- 3 Behavior Technician
- 1 Bus Driver
- 1 Cafeteria Assistant
- 1 Campus Safety Coordinator
- 1 Custodian II
- 1 Health Services Assistant
- 2 Instructional Assistant – Migrant/Child Care
- 1 Instructional Assistant II – Special Education
- 1 Instructional Assistant I – Special Education
- 1 Office Assistant II
- 1 Office Manager
- 3 Elementary Teachers
- 2 Migrant Education Teachers
- 1 Secondary Teacher

Resignations/Retirement/Separations From Service

- 1 Computer Laboratory Assistant
- 1 Instructional Assistant II – Special Education
- 1 Instructional Assistant – Migrant/Child Care
- 1 Parent Education Specialist
- 1 Staff Accountant
- 1 Secondary Teacher

Supplemental Service Agreements

- 44 Teachers

Miscellaneous Action

- 1 Instructional Assistant – General

- 1 Instructional Assistant II – Special Education
- 1 MAA/LEA Coordinator
- 1 Office Assistant II
- 1 Senior Accountant
- 1 Testing Specialist I

Limited Term – Project

- 3 Attendance Specialist
- 2 Campus Safety Coordinator
- 1 Community Services Liaison II
- 2 Computer Laboratory Assistant
- 1 Custodian II
- 1 Delivery Driver
- 2 Instructional Assistant II – Special Education
- 9 Instructional Assistant – Migrant/Child Care
- 3 Instructional Assistant – General
- 1 Lead Custodian III
- 1 Office Assistant I
- 13 Office Assistant II
- 1 Office Manager
- 1 Parent Education Specialist
- 1 Warehouse Worker II

Limited Term – Substitute

- 1 Bus Driver
- 13 Cafeteria Assistant
- 1 Campus Safety Coordinator
- 1 Enrichment Specialist
- 5 Instructional Assistant II – Special Education
- 1 Instructional Assistant I – Special Education
- 3 Instructional Assistant – Migrant/Child Care
- 1 Library Media Technician
- 4 Office Assistant II

Provisional

- 1 Behavior Technician
- 2 Instructional Assistant I – Special Education
- 1 Instructional Assistant – General
- 1 Office Assistant II

Exempt

- 5 Babysitter
- 34 Migrant OWE Student
- 14 Special Project – MEES
- 10 Special Project – PUPILS
- 9 SS/HS Yard Duty Monitor
- 37 Yard Duty Supervisor

Students

None

Rescinds

- 1 Elementary Teacher

a. Deputy Superintendent

2.2 Public Employee Discipline/Dismissal/Release/Leaves

2.3 Negotiations Update

- a. CSEA
- b. PVFT
- c. Unrepresented Units: Management and Confidential
- d. SCAST

2.4 Claims for Damages

- a. Ricardo Padilla vs. PVUSD

2.5 Existing Litigation

2.6 Pending Litigation

2.7 Anticipated Litigation

- a. One Case

2.8 1 Expulsions

3.0 OPENING CEREMONY – MEETING OF THE BOARD IN PUBLIC – 7:00 PM

President Keegan called the meeting of the Board in public to order at 7:04 pm,

3.1 Pledge of Allegiance

Trustee De Rose led the Board in the Pledge of Allegiance.

3.2 Welcome by Board President

Trustees Leslie De Rose, Sandra Nichols, Karen Osmundson, Kim Turley, Libby Wilson, Willie Yahiro, and President Doug Keegan were present.

4.0 ACTION ON CLOSED SESSION

2.1 Public Employee Appointment: Certificated, Classified

a. Deputy Superintendent

President Keegan moved to approve the appointment of Ricardo Medina to the Deputy Superintendent position as well as the personnel action sheets. Trustee Nichols seconded the motion. The motion passed unanimously.

2.8 1 Expulsion

Action on Expulsions:

06-07-003 Trustee Osmundson moved to approve the District Administration's recommendation. Trustee De Rose seconded the motion. The motion passed unanimously.

2.4 Claims for Damages

a. Ricardo Padilla vs. PVUSD

Trustee Nichols moved to reject claim and send notice of rejection to appropriate party. Trustee Turley seconded the motion. The motion passed unanimously.

5.0 APPROVAL OF THE AGENDA

Trustee Turley moved to approve the agenda moving item #15.1 right after item #7.0. Trustee Yahiro seconded the motion. The motion passed unanimously.

6.0 APPROVAL OF MINUTES

a. Minutes for August 22, 2007

Trustee Osmundson moved to approve the minutes for August 22, 2007. Trustee De Rose seconded the motion. The motion passed unanimously.

7.0 HIGH SCHOOL STUDENTS BOARD REPRESENTATIVES REPORT

Brianna Beaudoin, Aptos High School student trustee, and Francisco Lopez Pajaro Valley High School student trustee, offered a report to the Board regarding activities that are taking place at their schools, planned events and on sports.

15.1 Report, discussion and possible action to accept Completion of Aptos High School Trevin Dilfer Memorial Field Project.

Report by Larry Lane, Interim Assistant Superintendent, North Zone.

Paul Bailey, President of the Aptos High School Sports Foundation, stated that the field is almost 100 percent complete. He thanked the district for the trust in the foundation. The foundation has paid \$488,000 for the field. Everyone worked very hard to get this project done, even though there were delays and unanticipated costs; various events and functions have taken place and continue to take place to ensure all needed funding is raised. All the effort has paid off as there is now a field funded and built by the Aptos community. It is the intent of the Aptos High School Foundation to donate the field to the district. The field meets the plans and specifications approved by the district and if the district is satisfied, he asked that the Board please accept this donation.

Dr. Mays thanked Mr. Bailey for the work that he and the foundation did for this project.

Trustee Wilson moved to accept this donation. Trustee Turley seconded the motion. The motion passed unanimously.

Board President closed the regular Board meeting and opened the Public Hearing.

8.0 PUBLIC HEARING: BEACON EDUCATION NETWORK, KEY ACADEMY PUBLIC CHARTER SCHOOL PETITION

Dr. Mays asked attorney Ed Sklar of Lozano Smith, to present the legal basis for which a charter petition can be denied. The charter would be a college prep academy for students 6th -12th grades.

Mr. Sklar noted that it is the district's responsibility to understand the parameters set by law; charter schools are and should become an integral part of the California educational system. The Board should consider granting the charter if it is consistent with a sound education. The following five

findings could be the basis for denying a charter petition: 1) petitioners are demonstrably unlikely to successfully implement the program set forth in the petition; 2) the charter school presents an unsound educational program; 3) the petition does not contain sufficient number of signatures required by Education Code, which states that the petition be signed by a number of parents or guardians of students equal to at least one-half the number of students that the charter estimates will enroll in the first year of operation; 4) the petition does not contain an affirmation of certain conditions set forth by Education Code, i.e. will be nonsectarian in admitting, will not charge tuition, and will not discriminate against any student; 5) the petition does not contain sufficient/comprehensive descriptions of the 16 required elements set forth in Education Code; the 16 elements were briefly described by Mr. Sklar.

Mr. Sklar stated that the law does not allow the district to deny petition on the basis of students being withdrawn from other schools nor due to the anticipated union or non-union status of charter employees.

Board participated with questions for the District's attorney.

8.1 Report by Tom Brown, President/CEO

Tom Brown, CEO/President of BEN, noted that it had been a fruitful month, having had more opportunities to speak with families, community organizations, staff, and five of the seven trustees. Being a learning organization as well as an institution for learning, this has been an enjoyable process. It has been a challenging process and at times dispirited, without any real basis. One PUVSD teacher shared some of the concerns, one having to do with the rumor that the charter opposes bilingual education; this is not the case and it is not a positive way to begin dialogue or increase opportunities for students. This school would be a small school setting for students who are falling through the cracks and need more attention. He reiterated Beacon's commitment to excellence and inclusiveness. The school's demographics will be representative of this community's needs. We are only trying to do one thing and to do it right: create student opportunities and raise student achievement. We are being innovative and using models that have been successful in other schools: integrated curriculum, attention to arts, personal learning plans for all students, parental involvement, longer school day and year. We want students to be ready for the next step; everyone in our organization will be held to the highest expectations. We ask to be part of the district. If we are unable to deliver on our mission, we expect to close shop. But instead, if we prove we can do our mission, we hope to continue.

8.2 Public comment

The following parents and community members spoke in favor of the Charter Petition, noting that it would offer their students opportunities that they currently don't have, personal attention, and an individualized student plan: Liz Gordon-Stoll, Mara Elena Garcia, Gail Wilson, Eliza Collazo, Guadalupe Martinez, Doug Kaplan, Andrew Goldenkranz, Dr. Margery Regalado Rodríguez, Cathy Diaz, and Luz Macias.

Lucia Villarreal, teacher, commented that charter schools need to take all students in the community. She asked: Would they take students who due to their home situation are unprepared? Will they take students who are at beginning level English Learners? Special Education Students?

Robert Fitch, community member, commented that he was doubtful about the charter school, stating that the District should be doing the wonderful things and providing the same opportunities that are mentioned on the charter petition. He felt that education is for teachers and this petition comes from a corporation, not a school board. The contract is full of questionable issues, including parent participation, labor issues, and policies. The board can reject this petition if it chooses to.

President Keegan thanked all speakers.

8.3 Board questions and comments

Board members voiced their concerns and Mr. Brown was available to respond to their questions.

Board President closes first Public Hearing and opens second Public Hearing.

President Keegan closed the public hearing and resumed regular board meeting to accommodate the students who were present for the report and discussion item on Pajaro Valley High.

President Keegan moved to move item 14.1 to before 9.0. Trustee Turley seconded the motion. The motion passed unanimously.

14.0 REPORT AND DISCUSSION ITEMS

14.1 Report and discussion of Longitudinal Student Achievement Progress Report for Pajaro Valley High School.

Report by Pancho Rodriguez, Principal

Pancho Rodriguez reported on student achievement as it relates to the California Standard Tests in both English Language Arts and Mathematics. His data was broken down by All Students, Ethnicity, Language Proficiency, Socioeconomically Disadvantaged Students, and Students with Disabilities. He noted that improvement is evident.

Mr. Rodriguez commented about the programs at PVHS, stating that PVHS starts their math programs with Algebra, that Advanced Preparatory courses are available for students who wish to take them. For students who want to accelerate, they can attend honors or accelerated course and the earned credit is noted in their transcript. The school also enjoys a partnership with the Stanford Redesign Network, whose work focuses on small learning communities.

Students were also present to give the Board a bit of information of life on campus:

Lili Cosio commented on the types of student clubs and organizations on campus, which total 36. All are run by students but have staff advisors.

Isaac Espinoza, senior, commented on the partnership with the Monterey Bay Aquarium's Watch Program, which focuses on taking students from school and teaching them about certain environmental programs.

George Ramirez, Senior, spoke about the small learning communities and the impact they have had in the school and with the students. The Conflict Resolution Team (CRT) program is an extremely valuable way in which peers help peers solve problems.

Miriam Felix, referenced the great things that the school is accomplishing in sports; PVHS has an undefeated football varsity team. Last year, their soccer team placed 3rd place in CCS. Students are looking forward to bringing trophies to the school.

Athena Barrios, reported a bit on the environmental science program of the school, the Watsonville Educational Resource Center (WERC), which was established on campus. Students make great use of that facility to research for environmental science classes. She mentioned that she organized a slough clean up group which was very successful, and added a site to the annual coastal clean up commission.

Mr. Rodriguez concluded the presentation by stating that small learning communities is about personalization, about bringing these students closer to their teachers. Partnerships are an important part of the structure.

President Keegan closed the regular board meeting and opened the second public hearing.

9.0 PUBLIC HEARING: PVFT SUNSHINE PROPOSAL

9.1 Proposal by Dorma Baker

5 min.

Dorma Baker noted that Governing Code Section 3547, the Rodda Act, requires initial bargaining proposals to be presented for public comment. This public hearing provides the opportunity for public comment related to the initial bargaining proposal from PVFT to the District.

9.2 Public comment

Lucia Villarreal, teacher, asked for a deserved raise for beginning teachers. Beginning salaries are very low. As an example, she commented that her son Carlos, with a high school diploma, makes more than a teacher would here, even after 10 years. If the district wants to keep their teachers, they need to make it desirable for them.

Francisco Rodriguez, PFVT president, stated that the first two items on the proposal are related to an increase in salary and improved benefits. If the district is really interested in increasing student achievement and retaining teachers, these two items should be taken very seriously. In addition, they recommend teacher incentives for program improvement schools. There are a lot of additional items that the union wishes to discuss and hope that the administration and the board is willing to address these issues to support student achievement.

9.3 Board questions and comments

None.

Board President closes Public Hearing and resumes Board meeting.

10.0 VISITOR NON-AGENDA ITEMS

Andy Hsia-Corin, teacher and Vice President for PVFT, commented that his experience in unions runs deep; he left previous job as a teacher in a prison, where he negotiated for management and union. Working conditions includes anything that affects the life of everyone represented by the union. He commented that the Aptos High and the Watsonville High schools field and facilities do not match those at Pajaro Valley High.

Chris Ogawa, school nurse, reported that she is the peer-elected team leader of the school nurses. She said that they don't have a health coordinator and that there is currently a vacancy having lost the newest member because her salary was much better in a hospital. She proposes that for this year that health services be completely restructured. Students don't get consistent help. She proposes working with administration to have a full-time health assistant at each site.

Judy Schwarze, nurse, said that it is time to focus on health; it has been proven that good health will contribute tremendously to student achievement. Attendance is very important and when nurses are at a school site, information on insurance is constantly provided to students.

Barbara Palmer, chair of the North Zone Oversight Committee, commented that Prop 39 sets rules to establish such committee. She shared with the Board that the audit reports have been approved by the committee.

Marilyn Garrett, retired teacher, expressed her concern for how wi-fi networks that have been installed in the school district endanger students' health. Tim Landeck's presentation earlier in the year acknowledged that this was not his area of expertise. She shared with the Board an article from the European Union which calls for urgent action on wi-fi radiation, speaking to its dangers.

Jane Barr, community member, celebrates the achievement of higher test scores in many of the district's schools. She thanked the staff in elementary schools that those students attended. In the North Zone, two schools failed to meet AYP, because they don't receive Title I funds. The NCLB program and expectations may not be realistic or logical but it is important to note the achievement.

Francisco Naranjo, parent, expressed his concern about our children failing in our schools; he doesn't believe it's the parents' fault because they comply with sending their students to school, speak to teachers, and encourage their children to do their homework. His children were in the north zone but now they are placed in a different zone. His family received a letter that says one of his children is a good student, so he did not understand the low test scores. He mentioned that some schools ask parents the reason for their visit and some of those questions make us as parents feel uncomfortable; when parents visit the school, the reason should be obvious, they are there to support their students. We want to work together so that no child is left behind, including his.

11.0 EMPLOYEE ORGANIZATION COMMENTS – PVFT, CSEA, PVAM, SCAST 5 Min. Each

Francisco Rodriguez, PVFT president, reported that the bargaining unit took a couple of decision, one was a motion in support of US Labor against the war, and support efforts to join in some events that will be taken place every third Friday of the month. Another decision was to take a look at the proposal by Beacon; the union is unclear on whether they will be their own Local Education Agency or if they are going to rely on the public system. Their plan to use parent volunteers for instructional support is disturbing. Their governing structure is taking away authority from the parents. The site council at the school is not a decision making body, but decisions are up to the governing body. One of the reasons to deny the petition is if the district feels that they are unlikely to fulfill their program. He reported that the union selected a new executive council. He emphasized the sunshine proposal and said they are ready to speak to the district about salaries, benefits and working conditions outlined on the proposal.

Bobby Salazar, CSEA president, thanked Dorma Baker, Albert Roman and Mary Hart for setting up a meeting with Keenan regarding the new prescription plan. Classification study groups are currently taking place. We are getting the sunshine proposal ready and we will be asking for equity.

12.0 CONSENT AGENDA

Public comment

Barbara Palmer, chair of the North Bond Oversight Committee, stated that the project is 210 days behind schedule, and students and staff are still putting up with the construction. The agenda is asking to approve an additional \$230,000. There is lack of accountability and responsibility in the three professional organizations working on this project. We have finally determined that there are six milestones remaining; 40% of the project is left and we have no assurance that we won't have the same cost overboard and same delays.

Jane Barr, community member, is concerned about the number of change orders outstanding and she questions the organization between all entities. The district needs to take a close look at this. The students are not able to use the facilities and the cost keeps increasing.

Trustee Yahiro requested deferring items 12.4 and 12.8 for further discussion. Trustee Nichols moved to approve the consent agenda deferring those two items. Trustee Osmundson seconded the motion. The motion passed unanimously.

12.1 Purchase Orders – 8/16/07 to 9/12/07

12.2 Warrants – 8/16/07 to 9/12/07

12.3 Approve with gratitude donation by Bruce Woolpert of Graniterock of \$6,000 to be used in efforts to collaborate with municipal community organizations to develop links to benefit student achievement.

12.4 Approve Aptos High School Performing Arts Center/Gym - Change Order and Time Extension.

This item was deferred.

- 12.5 Approve Children’s Center Licensing Applications – New State Preschool Programs.**
- 12.6 Approve Migrant & Seasonal Head Start (MSHS) Revised Budget Proposal Revision.**
- 12.7 Approve Section 125 Contract and Vendor Changes.**
- 12.8 Approve Award of Construction Contract for the Aptos High School Cafeteria/ Gym/ Ramps/Restroom Modernization.**
This item was deferred.
- 12.9 Approve Award of Construction Contract for the Watsonville High School Quad Expansion.**
- 12.10 Approve Notice of Completion for Rio del Mar – the Relocation of one DSA Modular Classroom and Installation of Electrical and Fire Alarm System.**
- 12.11 Approve Notice of Completion for New School – The Construction of a New School Site for New School at 165 Harkins Slough Road, Watsonville, CA 95076.**
- 12.12 Approve Promotion/Acceleration/Retention Policy #5123. Second Reading.**
- 12.13 Approve Comprehensive Community Assessment for 2008-2011: Part of Migrant & Seasonal Head Start Refunding Application for Grant Period March 1, 2008 – February 28, 2009.**

13.0 DEFERRED CONSENT ITEMS

- 12.4 Approve Aptos High School Performing Arts Center/Gym - Change Order and Time Extension.**

Brian Rasmussen, BMR Construction Management explained that the project bid twice, in 1995, and then awarded late in 2005, with a delayed start date in the spring 2006. The project started out with unforeseen setbacks. He noted that 10% or below in change orders is normal. Currently, all entities are meetings and have met to discuss merit and entitlement currently taking place. The district is presenting to the Board for approval the agreements reached during these negotiations sessions.

- 12.8 Approve Award of Construction Contract for the Aptos High School Cafeteria/ Gym/ Ramps/Restroom Modernization.**

In regards, to this item, Mr. Rasmussen reported that this item is to award a construction contract for what is next, not related to the bond project. Modernization of the cafeteria, gym ramps and restrooms are necessary. He mentioned that liquidated damages are part of the general conditions of the contract.

Trustee Nichols left the meeting at 10:40 pm.

Trustee Turley moved to approve items 12.4 and 12.8. Trustee De Rose seconded the motion. The motion passed 6/0/1 (Nichols absent).

15.0 ITEMS SCHEDULED FOR POSSIBLE ACTION

- 15.2 Report, discussion and possible action to approve PVFT Sunshine Proposal.**
Report given under 9.0

Trustee Osmundson moved to approve this item. Trustee Turley seconded the motion. The motion passed 6/0/1 (Nichols absent)

- 15.3 Report, discussion and possible action to approve Unaudited Actuals.**
Report by Mary Hart, Associate Superintendent.

Mary Hart noted that the district is ending the 2006-07 school year with an unappropriated ending balance of \$1.77 million. This is a decrease of \$447,000 primarily due to prepaid expenditures required to make payment deadlines and an increase in warehouse ending inventory balance.

In reference to Proposition 98, she stated that it is fully funded for the 2007-08 school year. It provides \$2.1 billion in new money, an increase of 3.9% over 2006-07, as well as an increase of 4.2% on per pupil funding. This includes about \$566 million in one-time funds and special funds which support ongoing programs.

She noted that there are still a lot of elements affecting school districts beyond the State budget, including employee benefits, declining enrollment, calculations and use of reserves, funding and managing school facilities, and approaches to collective bargaining.

The 2007-08 budget assumptions in revenue includes: COLA of 4.53% for revenue limit and categoricals; revenue limit of \$5,781.91 per student (ADA); it is based on the 2006-07 P-2 ADA. In expenditures, the budget assumptions include: step and column; health and welfare benefits at 14%; Special Education salary and benefits adjustments for anticipated vacancies and/or less than a full year; and no mandated costs.

Multi-year budget assumptions in revenues includes: a reduction by 100 in ADA each year; and revenue limits colas (of 4.3% for 08-09 and 2.5% for 09-10). In expenditures, the multi-year budget assumptions include: adjusted salaries for step and column; health and welfare benefits adjusted 7% for each year; Special Education salary and benefits reduced for anticipated vacancies; the elimination of early retirement payment in 2009-10 (final payment will be made in 2008-09); and in both years the district meets the required 3% reserve.

Mary Hart noted that the district currently has a balanced budget for the next three year, although monitoring of certain programs, and other precaution have to be taken to maintain this balanced state. She asked the Board to approve the unaudited actuals and the 2007-08 budget as presented.

Board participated with comments and questions.

Trustee Turley moved to approve this item. Trustee Wilson seconded the motion. The motion passed 6/0/1 (Nichols absent)

Trustee Wilson moved to continue the meeting past 11:00 pm. Trustee De Rose seconded the motion. The motion passed 6/0/1 (Nichols absent).

15.4 Report, discussion and possible action to approve Job Description for Identification and Recruitment Coordinator/Migrant Education.

Report by Dr. Albert Roman, Director of Human Resources, Classified.

Dr. Roman reported that this position is critical for the Migrant Education program. They would be responsible for conducting outreach, registering families, and providing immediate referrals to services. This position was created to fulfill the now complex area of identifying and recruiting for the migrant education program.

Trustee Osmundson moved to approve this job description. Trustee Wilson seconded the motion. The motion passed 6/0/1 (Nichols absent).

15.5 Report, discussion and possible action to approve Teacher on Waiver, Kathleen Flatley.
Report by Dorma Baker, Assistant Superintendent, Human Resources, Classified.

Dorma Baker explained that in this case, a waiver is needed because this teacher has an out of state credential.

Trustee De Rose moved to approve this item. Trustee Osmundson seconded the motion. The motion passed 6/0/1 (Nichols absent).

16.0 GOVERNING BOARD AND SUPERINTENDENT COMMENTS/REPORTS

None.

17.0 UPCOMING BOARD MEETINGS/REMAINING BOARD MEETINGS FOR 2007

All meetings, unless otherwise noted, take place at the District Office Boardroom, 292 Green Valley Road, Watsonville, CA. Closed Session begins at 6:00 pm; Open Session begins at 7:00 pm.

<ul style="list-style-type: none">▪ September, 26 2007▪ October 10, 2007▪ October 24, 2007	<ul style="list-style-type: none">▪ November 7, 2007▪ December 5, 2007 (Annual Organization Mtg)
--	---

Due to budget deadlines, an additional meeting after the 5th of December needs to be scheduled or the meeting of the 5th could be moved to the 12th. Trustees expressed that they would be available on the 12th and they would prefer to move the meeting instead of adding one. The Superintendent was asked to find out trustee Nichols' availability and that a decision could be made at the upcoming board meeting.

18.0 ADJOURNMENT

There being no further business to discuss, the meeting was adjourned at 11:15 pm.

Secretary