

BOARD MEETING	REGULAR SESSION	June 18, 2012	Page 1
2012 at the Distri	ol Board of Directors met for a regular se ct Administrative Office, 8550 New Ho Oregon at 7:00 p.m.		
PRESENT:	Ron Lengwin, Chairperson of the Board Bob Litak, Member of the Board, Zone Jadd Horban, Member of the Board, Zo Leslie Meier, Vice-Chairperson of the B Ron Crume, Member of the Board, Zon Debbie Breckner, Director of Human Re Doug Ely, Director of Student Services Peter Maluk, Director of Elementary Ed	I one II oard, Zone III e IV esources	Present
Also Present:	Rick Draper, Steve Jones, Patti Richter Robert Horban, Shawn Logue, Stephar Williams Principal, Jim Bunge/Aramark Evergreen Elementary Principal and Sh Secretary.	nie Allen/Applegate & , Dave Valenzuela/	Also Present
Board Chair Ron audience in the Ple	Lengwin called the meeting to order a dge of Allegiance.	t 7:05 PM and led the	CALL TO ORDER
Superintendent Huber-Kantola announced that all administrator positions in the district have been filled. The names put in front of the board tonight for approval include: David Regal—Principal at Evergreen Elementary; Dustin Purnell—North Valley HS Assistant Principal; Jamie Ongman—Hidden Valley HS Assistant Principal and Robert Horban as the new Director of Maintenance.			Superintendent's Report
Superintendent Huber-Kantola reported that a high school retreat was held in which the new high school administrators were able to attend, along with the current high school administrative team. They would like to focus on some banners and things in the schools to really start making sure that we are promoting student success; the commitment to student, staff and community to work together and having really clear			

Superintendent Huber-Kantola then shared the concept that '*Three Rivers Runs Deep*'. In the area of athletics Three Rivers would like to have a unified athletic program where we are doing an outstanding job of teaching our expectations up front. Part of that would be that we have a culture in our athletic departments based on respect (parents respecting coaches, kids respecting coaches and coaches respecting kids and parents). With a shared sense of responsibility and ownership it will equal achievement.

goals; and a real emphasis on character and leadership.

Member Horban expressed his appreciation to the teachers and staff for all of their hard work this school year. It was a successful year both academically and athletically.

District Accountant Lisa Cross stated that the ending fund balance should be around \$1.95 million. The estimate is up about \$50,000 from last month



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Consent Agenda Approved	Member Crume requested that the 'Routine Personnel Items' be pulled from the Consent Agenda to be voted on separately as it has been revised. Member Crume then made a motion to approve the Consent Agenda with the exception of the personnel items. Member Meier seconded and the motion passed unanimously.		
	Member Crume made a motion to approve the revised <i>Routine Personnel Items</i> . Member Meier seconded. Member Horban stated that he will be abstaining from the vote due to conflicts.		
Routine Personn Items	Member Litak stated that one of the new hires is related to one of our board members. He asked for an explanation of the process in which the person was selected and who was on the hiring committee.		
	Superintendent Huber-Kantola stated that the committee consisted of three district office directors: Debbie Breckner, Doug Ely as the Director of Maintenance and himself. There were also two board members: Ron Crume and Ron Lengwin. They started with 35 applicants and went through a screening process, then interviewed six candidates. Director Ely then added that it was a very diverse group of applicants, which was then narrowed down to three—then to two. From the two he did some more research and reference checks and selected Robert Horban. The interview committee was unanimous in the top two and the final selection was made by Director Ely on the basis of outstanding comments made when checking his references and his ties to the community.		
	Member Litak stated that he was a little uncomfortable with approving someone that he doesn't know and is related to a board member, but it sounds like the committee went through the process very carefully and feels satisfied with the responses given.		
	Member Meier added that she feels cautious about hiring somebody because they are related to somebody—but also doesn't want to not hire someone related as long as there is no direct supervision which is outlined by our nepotism policy—and in this case there is not—so she is comfortable with it as well.		
	Member Crume noted that of the three final candidates, two of them were from our community and one was from out of town. It was the committee's suggestion that being that there were two that lived in the community for twenty plus years, they would know the different sub-contractors and community members to work with.		
	Member Ely added that at no point during the process was there any communication with Member Horban and he had no influence in the decision-making process. He recognizes that it can be an awkward position, but also wants to hire the best person for the district.		
Approved	A vote was called for and the motion to approve personnel passed 4-0, Member Horban abstaining.		
Community Comments	Lincoln Savage Middle School teacher Rick Draper addressed the board regarding step raises in the district. Mr. Draper expressed his dissatisfaction with the fact that the union agreed to forfeit the step increase in lieu of a \$900 stipend that was paid to all teachers. He expressed his belief that his step increase was denied by the district and forfeited by the union who ultimately used the money saved from not paying steps to give compensation to teachers who have already stepped out and who have already benefited from steps for years. He believes that if there is money to pay steps, then pay them first and negotiate the rest.		

Member Meier thanked Mr. Draper for speaking up and also for all he does for our



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COMMUNITY

COMMENTS

(CONTINUED)

students. Member Meier added that factually she does not believe it is true that the district did not want to pay steps. She explained that based on the limited funds available from the state annually, which is continually going down due to things such as declining enrollment, the district has an amount to work with for contracts and gives the district bargaining reps 'marching orders' to get to a certain number. The board does not determine how the number is to be reached. Director Breckner added that at no time last year did the district propose eliminating the steps.

Member Meier then expressed her concern in that Mr. Draper felt there was not communication until the '11th hour' in which they are given a contract to vote on. She would hope that he would be getting information from the union all the way along. The board is not able to provide any information because that would be unfair labor practices. If they are not, then he should be demanding information. She also expressed her belief that staff members need to be in contact with their union representatives to let them know their feeling and give them some marching orders in regards to bargaining.

Mr. Draper commented that he is aware that nobody wants to give up a step raise. But, he understands how negotiations work and that last year they received an e-mail from the bargaining team that they have met an agreement on a Monday or Tuesday and would be voting at the end of the week. Rather than lay out exactly what was going to be forfeited or changed, they were given the entire contract for review, which was very time consuming. He asked to make it clear that he does not complain one bit about an issue or a monetary thing that they all have to partake in evenly. Lost days affect everybody proportionally. He immediately saw the step raises as an issue and raised concern and wrote letters; and was then told by his union president that it was too late. He expressed his disappointment with the bargaining team and disappointed with the policy that says we have a contract to pay step raises and we are no longer going to do it, especially when it affects teachers differently.

Director Breckner stated that if he is disappointed in the bargaining team then don't elect them. Bargaining sessions are open and anyone is welcome to attend to be informed as to the specifics of the district's proposal.

Member Litak thanked Mr. Draper for attending the board meeting and expressing his thoughts. Mr. Litak personally agreed that the step schedule should be compressed, but also commented that he was at the wrong meeting and 'preaching to the choir'. It is the union leadership that he should be talking to. It is up to the teachers to find out what is going on, attend the bargaining sessions and give feedback as to what he feels they should be doing.

Superintendent Huber-Kantola reported that he was invited to talk with the local sheriff and Simon Hare along with board members Jadd Horban and Ron Crume. They also met with the Grants Pass City Police representatives. The sheriff's levy failed so this was an information seeking meeting on our part to find out what the status is of local law enforcement, specifically regarding schools. In a nutshell, it is pretty sparse. There is little to no law enforcement available during the school hours.

SCHOOL LAW ENFORCEMENT

Member Horban added that there will be reduced patrols next year and some ideas were provided for the district to be self-sufficient and better ways to make sure we have security at our schools. We are adopting some new policies and plans to be able to accommodate the needs and safety of our staff and students. We will need to spend some time on this issue this summer in a workshop.

Member Crume stated that the City of Cave Junction pays for one full time patrol officer. One of the ideas was to approach the City of Cave Junction and see if they could possibly



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School Law Enforcement (continued)	Pass contracts a School District 7 and Fruitdale. V	Resource Officer for nine mo Ve are looking to see what it wo	chool hours. The City of Grants nths of the year, which serves ould cost the district to have one ffice pick up the salary the other
	•	ntola explained that the way th end to explore grant options as a	is got started with Grants Pass a first step.
		hey also discussed how to hai ss the evidence and the drugs v	ndle drug related crimes in our without patrol.
	It was agreed uopn by th held soon.	e board that a work session to	discuss this issue needs to be
Policy DJ—Second Reading	Ms. Cross stated she provided back-up information as requested in hopes that it would provide the information needed to make the decision to pass the purchasing policy. The last paragraph was revised to state "The Superintendent <u>or his designee</u> "		
Approved		approved policy DJ—District P notion passed unanimously.	urchasing as revised. Member
POLICY DBE—SECOND READING	reading with the recommendate attempt will be made to	ended revisions from the last m	e to the board for the second neeting which states that "Every nt of that zone. If no qualified resident of the district".
			to both types of vacancies—an ed that notices for both types of
	changes which include t vacancy with a resident o may be filled with any res similarly that the languag	hat the language of "Every a f that zone. If no qualified appl sident of the district" will pertain	et Committee with the outlined attempt will be made to fill the icant can be found, the vacancy to both types of vacancies and otice of vacancies will apply to
	qualified or the directors	or just anything that fulfills #	Is it what the district considers 4? Ms. Cross responded that de in the zone/district and are
Approved	Board Chair Lengwin calle	ed for a vote and the motion pas	ssed unanimously.
DISTRICT CALENDAR	for next year. We are al things established in ord board approve the preser	so coming upon July 1st whic er to be able to set things up	ons with both employee groups th means we need to get some for payroll. She requested the as a starting place, knowing that
	that it is marked very cle	arly on the presented calenda	pprove but wants it understood r that it is 'subject to collective

bargaining'. She also wanted to make it clear that she is moving to approve the calendar only for the reasons presented by Ms. Breckner. Member Meier moved to

approve the presented calendar with the understating that it is only a temporary calendar and that the board expects the final calendar that will come before them will have a legal school year for kids—which this does not. The motion also contains the directive that the calendar will absolutely be revisited by the board before the school year starts.

Member Litak seconded—then added that he absolutely is not in favor of a calendar that does not provide the legal minimum school year for our students, in terms of the number of hours. However, will vote to approve it only as an interim calendar to have a starting place.

Member Horban stated that he will not be voting in favor of the calendar as he cannot approve something that is not a legal school year.

Board Chair Lengwin called for a vote and the motion passed 4-1 (Member Horban opposing).

Superintendent Huber-Kantola presented the 2012-13 Aramark contract for approval. The new contract has been amended and eliminates one of the positions that we were funding under Aramark, which was the Director of Maintenance. The district will continue to maintain the custodial manager, ISIS software program used for work orders, supplies and not be required to repay them for any of the equipment that came with the contract when it was originally signed. In the long run, between hiring a new Director of Maintenance and amending this contract, will save the district approximately \$15,000 a year. Superintendent Huber-Kantola recommended that the board approve the amended contract.

Member Crume moved to approve the 2012-13 Aramark Contract. Member Litak seconded APPROVED and the motion passed unanimously.

K-12 Education Director Peter Maluk explained that since last fall two things have happened on the state level to address how schools are going to be measured and how school districts are going to establish goals for the students. The two things are separate but connected. No Child Left Behind (NCLB) is still in existence, but to extricate ourselves from that, Oregon has filed a waiver which would provide amnesty from some of the punitive aspects of NCLB beginning with next year. To do that they also needed to develop a plan for how they would measure schools and students and create a different structure for the goals for the district. Part of that was the Governor established the Oregon Education Investment Board (OEIB) and just last month hired a Chief Education Officer to oversee that. The Oregon Department of Education (ODE) has been working on this waiver that was submitted in February to the Federal government for approval to get out of NCLB and at the same time part of that plan is that each district in the state will develop an Achievement Compact that is going to begin next year.

Director Maluk reviewed the timeline that was received back in February for the 2012-13 Compacts:

$\Rightarrow$ April 5 to June 30	District boards complete their compacts
$\Rightarrow$ April 12	Data validation process begins
⇒ May 4	Deadline to request corrections
$\Rightarrow$ Mid-May	Technical assistance on goal setting and trajectory toward 40/40/20
$\Rightarrow$ July 2	District return completed compacts
$\Rightarrow$ July 31	Chief Education Officer accepts compacts and local priority measures
$\Rightarrow$ Sept. 30	Deadline to establish achievement compact advisory committees

Director Maluk reminded the board that the ultimate goal is not that a certain percentage of students would meet or exceed on tests, but rather that by 2025 100% of our kids would be

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DISTRICT CALENDAR (CONTINUED)

2012-13 Aramark Contract

APPROVED

2012-13 ACHIEVEMENT COMPACT



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2012-13 ACHIEVEMENT COMPACT (CONTINUED) successfully exiting high school; 40% of them would go to college, 40% would go to some post-secondary training/vocational and 20% would successfully finish and complete high school. That would begin next year by beginning to measure, track and support the kindergarten class for 2012-13.

Back in April we received some data from the state, but they were supposed to give us more and they haven't. It has created a bit of a problem as how do you set goals to get to 100% graduation rate in 2025? Director Maluk reviewed the anticipated measures to track progress.

The guidance that he was hoping for in May is missing. Last week he received a recommendation from COSA (Confederation of Oregon School Administrators). A group of districts that have the money to have statisticians and data analysts on staff (Beaverton, Salem-Kizer and Portland), got together and came up with some recommendations which has helped him prepare a draft for our district Achievement Compact.

COSA has criticized the academic achievement because of timing. We have been asked by the state to present it by the end of this month, and things are still missing. We are being asked to develop projected goals for next year and we don't even have the official results from this year's testing. We don't have the official results of this year's graduation rates. We don't have the official results from our OAKS testing—and we won't have it until the beginning of October.

Director Maluk's recommendations:

- To submit an Achievement Compact as required with very minimal increases to any data submission (1-2%)
- Submit with a cover letter expressing some of the frustrations and concerns and possibly attaching the White Paper that COSA has written with all of their concerns about the Achievement Compact.
- Review the compact in August after AYP data is finalized and TRSD Priority/ Focus schools have been identified.

Director Maluk then reviewed the recommended Three Rivers School District 2012-13 Achievement Compact.

Superintendent Huber-Kantola explained that it is a new system. The Board is supposed to approve an Achievement Compact by June 30th. Funding is tied to whether or not the Board approves an Achievement Compact—not whether or not the district meets the Achievement Compact.

Member Meier responded that we don't have a choice if funding is tied to it, and agreed that we should have a cover letter that goes with it expressing our frustrations.

Director Maluk stated that newly appointed Director Dave Valenzuela will bring it back to the Board in August.

Member Litak asked for an explanation of the 'Formula Revenue', and specifically the 'QEM recommended' figures on the bottom of the first page. Superintendent Huber-Kantola explained that several years ago the legislature initiated a study that stated in order to meet all of the educational goals that we have in Oregon what would be a Quality Education Model (QEM) in terms of funding for the school districts? Next year if we were to be funded at what the Quality Education Model was we should be funded at \$49,529,925—an additional \$12 million above what we are projected to be funded at (\$37,338,916).

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Member Litak moved to approve the Achievement Compact with the understanding that it will be revisited in August and requested Director Maluk move forward with the letter addressing concerns attached to the COSA White Paper. Member Horban seconded and the motion passed 4-1 (Member Crume opposing).

Board Chair Lengwin called for a recess at 8:35 The board reconvened at 8:44 PM

Director Maluk presented the Edgewater 2012-13 facility use for board approval. Mr. Maluk introduced Shawn Logue from Edgewater Christian Fellowship and reported that this would be the sixth or seventh year of renewing the facility use agreement. Edgewater has been a wonderful partner and sharing the building is a hardship on the staff and has an impact on the school in regards to planning. With the work and effort that they have put into the school both in physical labor and what they contribute monetarily on a monthly basis for rental has helped the school and the district. They have been a great community partner. Mr. Maluk gave his support for renewing the agreement.

Member Crume made a motion to approve the 2012-13 facility use agreement and fee schedule. Member Litak seconded.

Member Litak asked that given the rental fees are the same as last year, and utility costs are going up if the fees should be adjusted? Director Maluk responded that the charges are based on the district's Facility Use policy. The policy would need to be changed in order to do that.

Member Crume added that given the work that the Edgewater volunteers have contributed to the school, raising the rent would not be in order.

Member Meier added that she feels it is a great partnership and definitely a "win-win", but still has discomfort as it looks like a more permanent arrangement. She would hope that at some point they have a facility of their own.

Member Crume commented that he wished there were five more partners like this because given the current state of our budget we could use it right now.

Shawn Logue explained that they have property with a small building on it right now and are now moving towards the next phase which includes the next building.

Member Meier explained that her concerns are with the lack of availability of the building for school functions—she does not have any concerns about Edgewater as 'tenants' using the facility. She has heard from everybody that it is a win-win, and appreciates how much they have done for the school.

Board Chair Lengwin called for a vote and the motion passed unanimously. FUEL BID AWARD District Accountant Lisa Cross requested the board approve the fuel contract for Hays Oil. We went out to bid and only two bids were received (Colvin Oil and Hays Oil). The contracts for the unleaded gasoline and heating fuel would be for five years, renewable every year upon board approval. **A**PPROVED Member Crume moved to approve Hayes Oil as the district's supplier for PS 200 and unleaded fuel based on the submitted prices. Member Meier seconded and the motion passed unanimously.

Human Resources Director Debbie Breckner reminded the board that last March two contracts were created for the Superintendent Huber-Kantola-one as the Director of Fiscal

2012-13 ACHIEVEMENT COMPACT (CONTINUED)

BRFAK

EDGEWATER CHRISTIAN FELLOWSHIP FACILITY USE

APPROVED

SUPERINTENDENT EXTRA **DUTY CONTRACT** 



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Superintendent Extra Duty Contract	Services and a second one as Superintendent. Ms. Breckner requested approval of the superintendent's extra-duty contract.		
Approved	Member Litak moved to approve the superintendent extra-duty contract. Member Meier seconded and the motion passed unanimously.		
Food Service Contract	Director Breckner reported that the current food service contract expires June 30, 2012. The district went through an extensive RFP and bid process back in the fall. Sodexor was the choice of the RFP committee. Ms. Breckner stated that she is still waiting on approval from ODE. It is a requirement that ODE signs off on the contract due to funding.		
	Ms. Breckner respond	vhat happens if we don't have a ed that it could affect the sum ith ODE to get an answer.	pproval from ODE by June 30th. mer food programs. She will
Approved		to approve the food service con on passed 4-1 (Member Horban	tract with Sodexo. Member Litak opposed).
Computer Lease	Director Breckner stated we began a computer lease program five years ago as a way to start some type of replacement cycle. At the time we had machines that hadn't been replaced in fifteen years. At the same time we went to eSIS and at the time had computers that were not sufficient to run the program. In regards to the new lease, we have a number of computers that the suggested 350 computers would replace. Those computers would go to labs that are antiquated. Rather than leasing 350 monitors, we are proposing to lease 150 to replace the old CRT monitors which use more electricity to run. We are also reaching the place where the currently leased computers are becoming outdated for some of the things we are asking our staff to be able to do with them. When we move to our new student information system the older leased computers do not meet the specs to run. Instead of replacing 500 as before we are asking to lease 350, and move the 350 that these will replace to replace the old ones that we still have running. Like before, this would be a five year lease. The old lease stated that we could purchase the old ones for one dollar a piece at the end of five years but they are so old and not worth much so we were able to get all 500 of them for one dollar.		

Member Crume asked if it is possible to upgrade the computers we currently have? Dave Valenzuela explained that we can do minimal upgrades to them. For the older computers that will be repurposed to schools, they will be responsible the cost for the upgrade and the RAM and providing the monitor. It will cost approximately \$32.95 to upgrade to run some of the current programs that we are having our students use.

Member Horban asked how many bids we got for the computers? Director Breckner explained that Oregon has a government contractor for computers—CDW-G, and that's who we contract with. The district gets the state rate.

Director Breckner explained that her big fear is that we are coming to the end of a software agreement that requires us to be no more than two versions behind. Right now we are okay because Windows has not come out with a new operating system beyond Windows 7. Once it does, we will then have to upgrade to Windows 7 over Windows XP. She stated that it would be her preference to delay this lease a year to next summer and next summer have the new machine swap; having to upgrade to Windows 7, having a new student information system at a time that we are also having to do the Achievement Compact which requires acquiring major data. There are 75 reports that we are required to generate data out of—we have to have a system that does that, and

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have a system that works to do that. Making all the changes at one time is a recipe for a COMPUTER LEASE major disaster. The requirements are only getting greater, and we need to give our staff the tools to be able to do their work.

Member Litak asked what next year's budget was for technology. Director Breckner responded that it was about \$757,000. The district will be able to do all of the technology changes proposed tonight within the existing budget, partially due to reducing this lease. After this year of implementation for Synergy, if it is approved, the Synergy expense which is close to \$77,000 goes to \$14,000 next year—which will give the Technology Director a lot more flexibility in being able to meet the needs of staff. We can't meet the technology needs that we have. We are fortunate to have the availability of Title I funds for the majority of our schools to assist with the technology needs.

Member Litak asked if this will use up the complete tech budget at this time—what will be left in contingency if we have problems? Ms. Breckner responded that there is a line item of about \$20,000 to be used for that purpose as well as to support the four schools that don't have access to Title I funds.

Member Litak moved to approve the lease for 350 computers and 150 monitors and to APPROVED purchase the 500 old leased computers for one dollar. Member Meier seconded and the motion passed unanimously.

Director Breckner stated we are currently utilizing eSIS in the district for our student information system which is used to generate most of the data which is contained in those 75 reports (eSIS is used by more that 60% of the districts in the state). eSIS has been bought out by another company and will no longer be providing support to districts beginning July 1st of this year. In January the State formed a consortium to select a new system. Synergy was selected due to its ability to interface with ODE. Salem/Kizer negotiated statewide pricing for interested districts.

The district will get access soon and will be able to utilize the program for a year prior to implementing the program district-wide for the 2013-14 school year (July 1, 2013). This will give the district a better opportunity to provide better training to staff.

Member Litak asked how we know that this is the really the best option and we don't have any other real alternatives? Director Breckner responded that when the district had the demonstrations of the other programs that were available that met the state criteria (which is required because we don't have a programmer), we need a system that can be manipulated on the backend by a consortium of people to make the appropriate changes. To be able to meet those specs there were 5 or 6 different student information systems used. We opened up the webinars this year to staff in all buildings, which included office staff, teachers and administrators. About 70 staff members participated in the demonstrations. Every one had a positive response to this program. Ms. Breckner stated that the migration from eSIS to Synergy should be pretty easy.

Member Horban asked if someone could look into the fact that we are being charged a per student cost based on 5002 students in the contract when our actual enrollment is 4565. Ms. Breckner responded that they probably pulled the information from data that the state provided. Ms. Breckner will have them revise that number.

Member Meier moved to approve the Synergy contract to provide the district's student information system. Member Litak seconded and the motion passed 3-2 (Members Horban and Crume opposing).

Future Technology Director Dave Valenzuela stated that our uninterruptable power supply is an insurance device for expensive and crucial equipment that we have in our server room.

Approved

Synergy/Edupoint Contact

MITROVED

**UPS** LEASE



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UPS LEASE (CONTINUED)	supply of power to our serve kind of fluctuation do to weat board approves the purchast are insuring \$135,000 worth and then we will own the device our PC's and we can do it ago out to Lorna Byrne and Fru devices also allow us to more leak on a Saturday night at a that they would know that the knows what kind of damage provide battery backup serve down and incur data loss ar	ers. Without that when we hather it puts a huge amount of the of the UPS (uninterruptable of equipment for about \$8,0 vices. If we get into a cycle si gain in a few years, and repur- itdale, we will be protecting pointor the environment remote 2:00 AM he would get a text ere is an issue. As opposed e could be done. In the ev- ces as well—up to 45 minute	ch provides a constant, clean have spikes, brown-outs or any of stress on our servers. If the le power supply) devices, they 000 this year, \$4,000 next year milar to what we are doing with pose the ones that we buy now those servers as well. These ely. For instance, if there is a message from the UPS device to Monday morning—and who vent of a power outage it will as so that our server doesn't go evices that we have now don't er conditioner.
TABLED	Member Crume asked that responded that would be fine	we table the item until ne	ext month. Director Breckner
Other	school except Applegate a	•	ne loss of enrollment at every lent Huber-Kantola responded nes to a close.
Adjourn	Adjourn at 9:47 PM		

Ron Lengwin Chairperson of the Board Dan Huber-Kantola Superintendent-Clerk