MILFORD SCHOOL BOARD MINUTES OF JUNE 19, 2017, MEETING MILFORD HIGH SCHOOL, LECTURE HALL #182

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Board Chair Ron Carvell called the non-public meeting to order in the SAU Conference Room in the Milford High School at 6:00 p.m. Mr. Drew moved and Mr. Willette seconded a motion to go into non-public session pursuant to RSA 91-A:3 II (a) Personnel. Motion passed 5-0. The Board discussed a personnel matter while in non-public session. No votes were taken in non-public session. At 6:55 pm, Mr. Mannino moved and Ms Siegrist seconded a motion to exit the non-public session. Motion passed 5-0. The Board then moved to Lecture Hall #182 for the public portion of the meeting.

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1. Call to Order

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17 18 Board Chair Ron Carvell called the meeting to order in Lecture Hall #182 at the Milford High School at 7:00 p.m. Board members present were Board Vice-Chair Len Mannino, Ms. Jennifer Siegrist, Mr. Kevin Drew and Mr. Bob Willette. Also in attendance were Superintendent Robert Marquis, Business Administrator Jen Burk and Bill Cooper, Director of Buildings and Grounds. The recording secretary was Trish Gedziun.

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2. Board Member Comments

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Ms. Siegrist stated that she had received an e-mail from a Milford resident on June 14th requesting that the Board send an invitation to the Concord Delegation to attend future Board of Education meetings. She further stated that the e-mail indicated that Senator Gary Daniels was "fully interested in having a discussion." She said that many bills had a direct effect on the Milford School District and would likely affect the greatest increase in the property taxes and she felt it was essential to ask the six representatives that were elected what they were doing for the Milford School District.

- 31 Ms. Siegrist made a motion to invite the Concord Delegation that were elected individually to
- the Board of Education meetings beginning July 17, 2017, and make it an agenda item. Mr.
- 33 Drew seconded the motion.
- 34 Mr. Willette commented that there were websites people could visit and there was a
- 35 Democratic and Republican committee in town. He further commented that every bill had at
- least one reading and there were web addresses on-line and it was all publicized.
- 37 Mr. Mannino said that he felt the conversation would inevitably shift to school aid and
- 38 education. He commented that he had a conflict because he worked at the New Hampshire
- 39 Lottery Commission. He said that Gary Daniels was on the Board of Selectmen and Dave
- Wheeler was a Councilor and the amount of good they had done for this town was extensive.
- Committee assignments matter in the State Senate. I won't vote on the motion because I have
- a conflict with my employer which is the State of New Hampshire.
- 43 Ms. Siegrist replied that she did not feel that having a discussion with them would be a conflict
- 44 of interest.
- Mr. Willette stated that there was a public session for every bill and people could go up there

- 46 anytime.
- 47 Ms. Siegrist replied that not everyone had that option because it was not local.
- 48 Mr. Carvell stated that he spent a lot of time watching a lot of things that went on up north and
- 49 personally he was not really in favor of using the School Board as an avenue for politicians.
- 50 He further stated that if residents wanted to have discussions with their state representatives
- that they should do that by contacting them directly and not go through the School Board.
- Ms. Siegrist replied that she felt a lot of their work directly impacted what the School Board did.
- 53 Mr. Carvell indicated that there was a public comment session at the beginning and the end of
- each meeting and any of the legislators were welcome to come forward at that time. He also
- said that he felt the legislators who were voted into office should make themselves more
- 56 accessible.
- 57 Mr. Drew indicated that he would support the motion and seconded the motion.
- Vote: 2 Yea 2 Nay 1 Abstention Motion Failed
- 59 **3. Public Comments**
- There were none.
- 63 Mr. Carvell stated that there were some big projects coming up over the summer and into next
- year and that collectively the Board decided that there would be a shift in the position of vice
- 65 chairman.

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- 66 Mr. Mannino said that he worked in Concord and had been for twelve years and the projects
- that were coming up required someone who had flexibility could take committee assignments.
- He indicated that he could not accept committee assignments because the meetings were
- 69 scheduled when he was at his my regular job. Mr. Mannino then announced that he would be
- stepping down from the position of vice chairman.
- 71 Mr. Mannino made a motion to nominate Mr. Drew as vice chairman. Mr. Willette seconded
- 72 the motion.
- 73 Mr. Mannino said that Mr. Drew had not only the professional experience to take on the
- 74 position but also the leadership and flexibility.
- 75 **VOTE: 5-0 Motion Passed**
- 76 **4. Reports and Presentations**

a. Superintendent's Report:

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Jacques Memorial Elementary School

- 81 Superintendent Marquis said that last week the children at the Jacques School were
- harvesting their crop of vegetables, lettuce, carrots, beets as well as other vegetables that they
- had planted before April vacation. He said they were all treated to a small salad made with the
- vegetables they grew. Superintendent Marquis thanked Gail Basilier and Gretchen Vagof who
- were two retired teachers who gave of their time to create and coordinate it.
- Superintendent Marquis noted that at PROJECT DRIVE the students took a trip to the Nashua
- 87 Silver Knights Education Day.
- 88 Superintendent Marquis offered his congratulations to the Milford High School Girls Varsity
- 89 Softball team for winning the Division 2 Title for the second year in a row.
- 90 Superintendent Marguis extended an invitation to the Board to attend the 8th grade middle
- 91 school completion ceremony at 6:30 p.m.
- 92 Superintendent Marguis stated that a film entitled "Mostly likely to Succeed" was developed
- 93 which described competency-based learning and was a journey that the District was walking
- toward. He said that the staff and community were just starting to become aware of it and that
- 95 it was a big initiative.
 - b. Morgan: My Bicycle and STEM

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Morgan Peterson presented her bicycle to the Board and showed how some of the STEM students, Nicolas Liamos, Derek Lovejoy and Matt Chase created an attachment for Morgan's prosthetic arm to fit on the handlebar of her bicycle which allowed her to ride her bicycle more safely. The students said that special attachment took about two months to create. Morgan also gave the Board a brief presentation of how she rode her bicycle. Mr. Liamos stated that there were three other students involved in the project who were not in attendance at the meeting and they were Samuel Draper, Jen Carson and Tyrell Bryan. Mr. Liamos commented that they were getting a provisional patent for the attachment and eventually it would be available to purchase in bike shops.

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c. Enrollment Updates (Exhibit Attached)

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Superintendent Marquis referred to a memo he sent to the Board of Education regarding the status of enrollment and noted that the figures had changed slightly. He said that grade two was up by four children. He stated that they had anticipated that the grade 1 enrollment would be 160 children which would require eight teachers which was a ratio of 20:1. He further stated that the actual enrollment was only 133 students which was a ratio of about 16:1.

stated that the actual enrollment was only 133 students which was a ratio of about 16:1.

Superintendent Marquis said that the converse was true for the 2nd grade. He said they had

anticipated 129 children would enroll which would require six teachers and that 139 (plus four) students actually enrolled which created a ratio of 24:1. He said his recommendation would be to move one of the 1st grade teachers into the 2nd grade but that he would not make that recommendation at the present time as he felt there was more time to make that determination. Superintendent Marguis stated that he would keep the Board informed.

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There were no public comments.

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5. New Business

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a. 2017-2018 District Goals (Exhibit Attached)

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Superintendent Marquis described six goals that the district would be working on in the 2017-2018 school year.

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 Examination of student growth as measured by NWEA scores revealed that students in grades 2 through 5 demonstrated continuous progress in the areas of mathematics and reading during the 2016/2017 year. The district will continue to provide professional development opportunities during the 2017/2018 school year.

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2) During the 2016/2017 school year the District adopted DOE model competencies for grades Kindergarten through 12. During the 2017/2018 school year the District will continue to create professional learning opportunities for staff to explore how their instructional practices reflect these competencies so as to create common language and understanding of these competencies.

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3) The District will assist the Board in evaluating the Full Day Kindergarten (pilot) Program instituted during the 2017/2018 school year by developing and utilizing both qualitative and quantitative assessments.

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4) During the 2017/2018 school year a STEAM (Science, Technology, Engineering, Art and Mathematics) committee will be established to begin to organize and assess the District's STEAM practices throughout the grade levels.

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5) The District will continue to assist the School Board in reaching a successor collective bargaining agreement with the Milford Teacher's Association.

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6) The District will assist the Board in developing a timeline and project plan schedule for the implementation of the projects contained the in the \$3 million bond as well as those monies in the contingency fund as approved via a warrant article passed by the voters in March, 2017.

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Mr. Drew asked who would be on the STEAM Committee.

Superintendent Marquis replied it would be comprised of some people that were already involved in some of the STEAM projects and it would have ten to twelve people. He said that the first organizational meeting would be Thursday at 10:30 a.m.

Mr. Mannino, referring to goal #2 asked if a kindergarten or 1st grader would be more apt to benefit from this goal in the long term than those in older grades.

Superintendent Marquis replied that if you think of it in a linear way then you would be right. However, one of the things that we know about STEAM is that the central ingredient of it is project based learning and performance based tasks. He further replied that he felt everyone would benefit from it eventually.

b. Approval of General Fund Transfer for Food Service Program (Exhibit Attached)

Pricing for 2017/2018

Ms. Burk stated that The Department of Education uses a "Paid Lunch Equity" tool to determine meal pricing and that the reimbursement rates did not subsidize paid lunches in any way. The weighted average price for meals served in October 2016 for the District was \$2.69. The price required by the DOE for 2016-17 was \$2.86 per meal which represents the difference between the Free and Paid reimbursement rates. Since the elementary meal price is lower than the middle school & high school, and since that is the level in which most meals are typically served, that price drives the overall weighted average down for the District. There are two options to address this issue – either raise the meal prices again or the Board authorizes a payment from the general fund (non-federal source) to offset this inequity. Raising lunch prices to something like \$2.50 for elementary, \$3.00 for middle and \$3.25 for the high school would offset the inequity issue for at least a couple of years, however it would also likely result in another significant decrease in participation. Instead, the Board could authorize a payment of \$6,500 from non-federal source funds in 2016-17 to offset this equity issue and avoid a rate hike for 2017-18.

Ms. Siegrist asked if the amount that was in arrears because of unpaid student balances would go up as well.

Ms. Burk replied that it would.

Mr. Mannino said that he felt it was a bailout for the program and that the hole keeps getting bigger. He further suggested that the Board should send a letter to Washington asking for relief for the lunch program?

Mr. Carvell stated that while he agreed that the program was a problem, he was not in favor of raising prices and taking more money from the parents for a program that is failing. He further stated that he did not see a way out of it until the government fixed it.

Mr. Willette made a motion to authorize the expenditure of \$6,500. Ms. Siegrist seconded the

205 motion

Vote: 4-1 – Motion Passed

Unpaid Student Debt at year end 2016/2017

Ms. Burk said that the Board put a new policy in place for 2016/17 that allowed students to be able to get the full, reimbursable meal for lunch even if their accounts were in the negative. She said that the Food Service staff continued to contact parents of students whose accounts had gone into in arrears but said she anticipated that some student debt would continue beyond the end of June. Ms. Burk said that the understanding from last spring was that the Board would assume some debt so that it did not carry over into the following year by transferring funds from the general fund into the Food Service Program. She recommended that an amount of not-to-exceed \$5,000 be transferred.

Mr. Carvell stated that the policy was intended so that all of the students were able to have lunch but that he struggled with it because the taxpayers were being asked to pay for other students as well as their own kids.

Mr. Willette said that the system was not equal because there were parents not paying for their child's lunch and he felt if the parents did not pay then the student should not receive the meal.

Ms. Siegrist asked if the free lunch sign-up was completely confidential?

Ms. Burk replied that is was highly confidential and that not even the employees serving the lunch had any knowledge of which students were part of the free or reduced lunch program. She said that only two people saw the applications (noting that she was one of the two) for the program and that was for verification purposes only.

Mr. Willette made a motion to authorize the transfer of not-to-exceed \$5,000 from the general fund in the Food Services Program. Mr. Drew seconded the motion.

Vote: 5-0 – Motion Passed

Profit & Loss

Ms. Burk stated that as of the end of May 2017, the program was still operating with a positive balance of almost \$2,000 of revenue over expense. She said that typically there was a drop-off in participation in June as seniors graduate and early release days. She further stated that she anticipated that the program could still end with a negative balance at year end. Ms. Burk recommended that the Board authorize a transfer from the 2016/2017 general fund, not-to-exceed \$10,000 to address any potential losses for the food service program as of June 30, 2017.

249 There were no public comments.

Mr. Drew made a motion to authorize the transfer not-to-exceed \$10,000 from the general fund to address any potential losses to the Food Service Program as of June 30, 2017, should that need occur. Ms. Siegrist seconded the motion.

Vote: 4-1 - Motion Passed

c. Staff Openings and Reorganizational Plan (Exhibit Attached)

Superintendent Marquis stated that presently there were two non-teaching positions that needed to be filled: Human Resources Director (current salary for 17/18: \$63K; probable salary \$75K) and a Kitchen Manager at Heron Pond (current salary: \$30K) He said that given the vacancies the following (reorganization) was proposed:

1) Elimination of the Director of Human Resource position. • Human Resource position is not viable as it is structured. Would need an assistant based on volume of work. • This results in cost savings and an increase in candidates.

Superintendent Marquis stated that it was very late in the year to advertise for the Human Resource position. He also stated that hiring a Human Resources Director would cost about \$75,000 and that currently the position was at \$63,000. He said that currently one person had difficulties handling all of the responsibilities as the position was outline and would require hiring an assistant and that was not fiscally possible.

- 1a) Hire a Human Resource Generalist (Salary range: \$45-55K prorated for 17-18)
 Responsibilities of position will be restructured and some (higher level
 - functions to be) assumed by the Business Administrator, e.g. negotiations.

2) Eliminate the Kitchen Manager position(s) at all buildings: Heron Pond (which also covers Jacques Middle School) Milford High School in fall of 2017 and Milford Middle School in fall of 2018.

2a) Create and hire a Food Service Director: (proposed salary and benefits total: \$75K) • Position would assume many of the responsibilities currently being performed by the Business Administrator in this capacity. • Position would provide consistent menu across District. • Position would allow for one source for ordering, planning and coordination. • Position would allow staff in all kitchens to be "cross-trained" across the District. Note: The Business Administrator would retain supervisory responsibility of the Food Service Director as well as the Human Resource Generalist.

3) Create and hire four building level coordinators from current staff at about \$21,000 per year.

4) Retain all (part-time) Food Service workers, the savings would be substantial,

particularly within 18/19, and could "mitigate" cost of Veritime being proposed as 295 296 part of operating budgets moving forward. 297 298 The following spreadsheet provides details around savings that could be realized as a result of 299 this reorganizational proposal. (Note: Spreadsheet is Attached) 300 301 Ms. Mannino asked when a decision was necessary. 302 Ms. Burk replied a decision was necessary as soon as possible so there would be time to do 303 304 the recruiting. 305 306 Superintendent Marguis stated that it would be wonderful if the Board would allow this to move 307 forward. 308 309 Ms. Mannino stated that the changes would save in personnel costs and asked if it was all 310 outside of the budget. Ms. Burk replied that it was not. 311 312 313 Ms. Siegrist commented that would leave the current Food Service Manager a full year to find 314 another job. 315 316 Ms. Siegrist asked what the difference was between the Kitchen Manager and the Site 317 Coordinator. 318 319 Ms. Burk replied that the Kitchen Manager was responsible for overseeing the employees and 320 designing menus and placing orders. She further replied that all of that would be shifted to the 321 Site Coordinators instead. 322 323 Mr. Mannino asked Ms. Burk if she had had a discussion amongst the personnel regarding the 324 changes. 325 326 Ms. Burk replied that she had conversations with all three employees. 327 328 Mr. Mannino said that he would have felt better if the underlying dynamics were working in the 329 District's favor. 330 Mr. Carvell commented, to be clear, they were not eliminating anyone's position but 331 332 restructuring. He further commented that he liked the idea. 333 334 Ms. Siegrist said that the net projected savings over the next two was \$65,000. 335 336 There were no public comments. 337 338 Mr. Willette asked if there was a policy that there needed to be two readings before voting on 339 this.

Ms. Siegrist made a motion to waive the policy that would require two readings (if there was one) Mr. Mannino seconded the motion.

Vote: 5-0 – Motion Passed

Ms. Siegrist made a motion to approve the re-organization in accordance with Superintendent's Marquis' memo. Mr. Mannino seconded the motion.

Vote: 5-0 - Motion Passed

Mr. Mannino made a motion to take the \$200,000 from Fund Balance into the contingency plan. Mr. Drew seconded the motion.

Vote: 5-0 – Motion Passed

6. Old Business

a. Proposal on Substitute Pay (Exhibit Attached)

Superintendent Marquis proposed that the rate of pay for substitute teachers be increased from \$65.00 per day to \$75.00 per day for the 2017/2018 school year. He said that the rate of pay will be paid to an individual who has worked as a substitute in the Milford School District for up to 50 days within an academic year. Superintendent Marquis also said that beginning on the 51st day that a person works as a substitute teacher, the rate of pay will be increased to \$85.00 per day. • The increase would Milford to be more competitive with area Districts. • The intent of the increase is to attempt to decrease the percentage of "unfilled" days. • It is anticipated that this cost increase will allow the District to remain within the expected budgeted amount for the 2017/2018 year.

Mr. Carvell commented that the amount of pay for substitute teachers had not been changed in about twenty one years.

Mr. Mannino stated that although he was going to support the increase he remained concerned about the absenteeism of the professional staff. He said that he would like experienced teachers in the classrooms as soon as possible. He said sixty-three people is a lot to be out on a single day even though everything was in line with policies and if there were any issue he hoped management was looking into it.

Ms. Siegrist commented that she felt the Board should re-visit it next year and see what kind of an impact it had.

There were no public comments.

Mr. Mannino made a motion to approve the increase. Mr. Drew seconded the motion.

Vote: 5-0 - Motion Passed

b. Prioritized List of CIP Projects to be Funded Through Fund Balance and Contingency Fund (Exhibit Attached)

Superintendent Marquis stated that the proposed retrofit of room 139, the computer lab, was the only item on the list that directly affected the students. He further stated that painting the classrooms was not recommended at this time. He recommended that the carpet at Bales be replaced on the first and second floors as well as the replacement of the stairwell treads. Superintendent Marquis noted that LED lighting was not a priority and painting the entire Bales building was also not a priority but the trim would be painted using funds from the operating budget. He also noted that many of the hand dryers were not working and did not recommend replacing the 54 walk-off mats.

Mr. Carvell asked what the fund balance was.

Ms. Burk replied the balance was \$250,000.

Mr. Carvell said that whatever was leftover on June 30th would go back to the taxpayers. He said he thought \$10,000 should be set aside in the event a late bill arrived.

Ms. Burk said that she did not anticipate that happening but that \$10,000 was not a bad figure to set aside.

410 Mr. Cooper commented that he already had a \$4,000 item.

Mr. Carvell stated that he would like to add a supply line correction of about \$7,500 for the administration to replenish supply items.

Mr. Mannino made a motion to put \$7,500 in a supply line. Mr. Willette seconded the motion.

Vote: 5-0 – Motion Passed

419 Retrofit of Room 139 Computer Lab
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Mr. Willette made a motion to approve the retrofit of Room 139. Mr. Mannino seconded the motion.

Ms. Siegrist said that of the entire list that the retrofit would be her priority.

Vote: 5-0 - Motion Passed

Ms. Siegrist commented that while she understood and agreed that all of the items on the list needed to be done but that she also felt the Board needed to be fiscally responsible

Ms. Burk stated that all of the proposed work should be done by the end of July. She also stated the money could be held until the end of June, 2018.

Sound System in Gym

Mr. Drew made a motion to approve. Mr. Willette seconded the motion.

Vote: 5-0 - Motion Passed

Restroom Countertops

Mr. Carvell stated that he did not think the restroom countertops were in bad shape and thought they would last for a few more years.

Mr. Mannino commented that he agreed.

Carpets at Bales on First Floor, Second Floor and Stairwell Treads Only

Mr. Cooper stated that he still needed to get more bids and felt the price would drop drastically.

He further stated that he was just talking about the classrooms and not the stairwells.

452 Mr. Mannino stated that he would support it.

Mr. Cooper said that they would use carpet squares so that the ones that could not be cleaned could be ripped up and replaced.

Ms. Siegrist made a motion to fund the work at Bales to include carpeting the first and second floors and replacing the stairwell treads for a total of \$50,000. Mr. Drew seconded the motion.

Vote: 5-0 – Motion Passed

Hand Dryers

Mr. Cooper stated that all of the parts for the hand dryers were warrantied for ten years.

Mr. Willette made a motion to approve. Mr. Mannino seconded the motion.

Vote: 5-0 – Motion Passed

Superintendent Marquis commented that it would cost \$56,000 to convert the door openers to make them ADA compliant; noting that there were two doors at the entrance to Heron Pond and one at the entrance to the gym and the same was true at the middle and high schools.

Mr. Willette commented that the Board did not have to spend every bit of the money because it

would go back to the taxpayers.

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477 Mr. Carvell stated that it was important to take care of the facilities.

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Mr. Mannino said that he felt handicap accessibility was important.

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481 Mr. Cooper stated that the ADA opener was only available at Jacques.

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483 Ms. Burk noted that to do that at Bales would require a lot more retrofitting.

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Ms. Siegrist asked how critical the UPS, Generator and A/C for the network rooms were under the Contingency Funds?

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Mr. Cooper said it was pretty critical and he strongly suggested that the Board approve purchasing a back-up generator for the high school because it was an emergency shelter but it would cost about \$210,000.

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Mr. Carvell suggested that the Board approve the ADA openers but take the locksets in the classrooms off of the contingency list and fix as many as possible.

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Mr. Carvell said that the Board had eliminated Chromebooks for the social studies request at the middle school.

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Superintendent Marquis stated that he thought the buildings had been neglected for so long and by not replacing the Chromebooks the children would not be put at a disadvantage but by not doing some of these replacements we continue to kick the can down the road.

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Mr. Mannino made a motion to approve the \$56,000 for the ADA door openers. Mr. Drew seconded the motion.

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Vote: 5-0 – Motion Passed

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Motion by Mr. Mannino to approve the upgrade of the locksets not-to-exceed the \$57,000 remaining in the fund balance and it off of the contingency fund list. Mr. Drew Passed seconded the motion.

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Vote: 5-0 - Motion Passed

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Mr. Carvell stated that the rules of the contingency fund was that there was one year to spend the money and anything not spent within that year would go back to the taxpayers.

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Replace Window Treatment with Room Darkening Shades at Milford High School

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Superintendent Marquis said that these shades were for security purposes as well as the additional benefit of cooling the room down.

0 Ma	. Б.	urk commented that it also made it agains for the atudente to one the projectors
0 Ms 1	5. DI	urk commented that it also made it easier for the students to see the projectors.
2 <u>Se</u>	curi	ty Camera Upgrade
5 the		ooper said that each school had asked for additional cameras for the second floor and terior. He further said that the administrators felt it was a priority.
6 7 Re	pla	ce Lights with LED Lights at Jacques Middle School
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9 Mr 0	. VV	illette asked if there were any rebates available for this.
	. Co	poper replied that there was.
	s. Si	egrist commented that she thought this could be tabled.
Mr		arvell said that he did not think there was anything critical on the list and felt the Board leave it alone for now.
	Ho	usekeeping Items
	a.	Approval of Minutes for 06/05/2017: Mr. Mannino made a motion to approve the minutes. Ms. Siegrist seconded the motion.
Vo	te:	5-0 - Motion Passed
	b.	Approval of Nominations: Mr. Mannino made a motion to approve the nominations. Mr. Drew seconded the motion.
Vo	te:	5-0 - Motion Passed
	C.	Approval of Manifests: 31, 1152, 1153, 1154, 1155, 1156, 1157, 1158 and 1159: Mr Willette made a motion to approve the Manifests. Mr. Carvell seconded the motion.
Vo	te:	5-0 - Motion Passed
	d.	Approval of Treasurer's Report – May, 2017. Mr. Willette made a motion to approve the Treasurer's Report. Mr. Mannino seconded the motion.
Vo	ote:	5-0 - Motion Passed
	e.	List of E-mail Correspondence (Information Only)
	f.	List of Employees leaving Service (Information Only)

564	g. List of Classified Appointments (Information Only)
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566	h. List of Co-Curricular Appointments (Information Only)
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568	8. Public Comments
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570	There were none.
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572	9. Non-public Session: Pursuant to RSA 91-A:2 I (a) Strategy or Negotiations with respect to
573	collective bargaining, and/or RSA 91-A:3 II (a) Personnel
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575	Mr. Willette made a motion to go into a non-public session. Mr. Mannino seconded the motion.
576	Vote: 5-0 – Motion Passed
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578	10. Adjournment
579	The meeting was declared adjourned at 9:30 p.m
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581	11.Non-Public
582	Motion to adjourn non public was made by Mr. Mannino. Seconced by Mr. Willette.
583	Vote: 5-0 - Motion Passed
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585	12. Adjournment:
586	The meeting was adjourned at 10:30 p.m.
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Date of Approval

School Board Chair