BIG SPRING SCHOOL DISTRICT

Newville, Pennsylvania

BOARD MEETING MINUTES

TUESDAY, DECEMBER 3, 2013

The Big Spring School District is an equal opportunity education institution and will not discriminate on the basis of race, color, national origin, sex, age, religion, and disability in its activities, programs, or employment practices as required by Title VI, Title IX, and Section 504. For information regarding civil rights or grievance procedures, or for information regarding services, activities, and facilities that are accessible to and usable by handicapped persons, contact the Superintendent of Schools, Title IX and Section 504 Coordinator, 45 Mt. Rock Road, Newville, PA 17241, at (717) 776-2412.

I. CALL TO ORDER

The Board of School Directors for the Big Spring School District met in the Big Spring High School Large Group Room, Room 140, at 8:00 P.M. with President Wilbur Wolf, Jr, presiding. Nine (9) directors present: Wilbur Wolf, Jr, President; William Swanson, Vice-President; Robert Lee Barrick, Secretary; John McCrea; David Gutshall, Richard Norris, Richard Roush, Kingsley Blasco, and William Piper.

*Others in attendance: Richard W. Fry, Superintendent; Jeanne Temple, Assistant Superintendent; Kevin Roberts, Director of Curriculum & Instruction; Richard Kerr, Business Manager; Rick Gilliam, Director of Buildings, Grounds, and Transportation; and Carol Kuntz, Board Minutes. Curtis Garland, The Valley Times-Star;

II. PLEDGE TO THE FLAG

President Wolf led all individuals present in the Pledge to the Flag.

III. APPROVAL OF THE NOVEMBER 18, 2013 REGULAR BOARD MEETING MINUTES, AND THE NOVEMBER 18, 2013 COMMITTEE OF THE WHOLE MEETING MINUTES, AND THE NOVEMBER 18, 2013 BUILDING AND PROPERTY MEETING MINUTES.

Motion by Blasco, seconded by Norris for approval of the November 18, 2013 Building and Property Meeting Minutes; November 18, 2013 Committee of the Whole of the Board Meeting Minutes; and the November 18, 2013 Regular Board Meeting Minutes as outlined above. Roll call vote: Voting Yes: Wolf, Piper, Swanson, Barrick, Roush, McCrea, Gutshall, Blasco, and Norris. Motion carried unanimously. 9-0

IV. ELECTION OF THE TEMPORARY PRESIDENT

"...there shall be elected from the hold-over members a temporary president, and the secretary of the board shall act as secretary of such meeting. The certificates of the election or appointment of all new school directors shall be read, and a list of the legally elected or appointed and qualified school directors prepared."

Motion by Blasco to nominate Mr. Swanson for Temporary President.

Motion by Barrick, seconded by Blasco to close the nominations. Roll call vote to elect William Swanson as Temporary President: Voting Yes: Blasco, McCrea, Norris, Piper, Roush, Gutshall, Barrick, Swanson, and Wolf. Motion carried unanimously. 9 – 0.

V. ELECTION OF OFFICERS

Refer to Sections 402 and 404 of the Public School Code of 1949.

A. ELECTION OF THE PRESIDENT

(1-year appointment)

Motion by Blasco to nominate Mr. Wilbur Wolf, Jr., for President.

Motion by McCrea, seconded by Blasco to close the nominations. Roll call vote: Voting Yes: Blasco, McCrea, Norris, Piper, Roush, Gutshall, Barrick, Swanson, and Wolf. Motion carried unanimously. 9-0.

Roll call vote on the motion by McCrea and second by Blasco to elect Wilbur Wolf, Jr. as President. Roll call vote: Voting Yes: Blasco, McCrea, Norris, Piper, Roush, Gutshall, Barrick, Swanson, and Wolf. Motion carried unanimously. 9 – 0.

The 2013 Board President, Wilbur Wolf, Jr., began his duties.

B. ELECTION OF THE VICE-PRESIDENT

(1-year appointment)

Motion by Blasco to nominate Mr. William Swanson for Vice President.

Motion by McCrea, seconded by Blasco to close the nominations. Roll call vote: Voting Yes: Blasco, McCrea, Norris, Piper, Roush, Gutshall, Barrick, Swanson, and Wolf. Motion carried unanimously. 9-0.

Roll call vote on the motion by McCrea and second by Blasco to elect Mr. William Swanson Vice President. Voting Yes: Blasco, McCrea, Norris, Piper, Roush, Gutshall, Barrick, Swanson, and Wolf. Motion carried unanimously. 9-0.

V. ELECTION OF OFFICERS (....continued)

C. ELECTION OF THE TREASURER

(1-year appointment)

Motion by Swanson to nominate David Gutshall for Treasurer.

Motion by McCrea, seconded by Blasco to close the nominations. . Roll call vote: Voting Yes: Blasco, McCrea, Norris, Piper, Roush, Gutshall, Barrick, Swanson, and Wolf. Motion carried unanimously. 9-0.

Roll call vote on the motion by McCrea and second by Blasco to elect David Gutshall Treasurer. Voting Yes: Blasco, McCrea, Norris, Piper, Roush, Gutshall, Barrick, Swanson, and Wolf. Motion carried unanimously. 9-0.

VI. APPOINTMENTS

A. Capital Area Tax Collection Bureau

(1-year appointment)

Current Representative – Mr. Wilbur Wolf, Jr.

Mr. Wilbur Wolf was appointed to a one-year term as the Capital Area Tax Collection Bureau representative. Mr. William Swanson was appointed as the alternate representative.

B. Pennsylvania School Boards Association Legislative Chairperson

(1-year appointment)

Current Representative – Mr. Robert Barrick

Mr. Barrick was appointed to a one-year term as the Pennsylvania School Boards Association legislative chairperson.

C. Capital Area Intermediate Unit

(1 year appointment)

Current Representative - Mr. Wilbur Wolf, Jr.

Mr. Wilbur Wolf, Jr., was appointed to a one-year term as the Capital Area Intermediate Unit representative.

D. Athletic Council

(1-year appointment)

Current Representatives - Mr. William Swanson

Mr. Richard Roush

Mr. David Gutshall

Mr. Swanson, Mr. Roush, and Mr. Gutshall were appointed to serve one-year terms on the Athletic Council.

VI. APPOINTMENTS (...continued)

E. District Improvement Committee

(1-year appointment)

Current Representatives – Mr. John McCrea Mr. Richard Norris

Mr. John McCrea and Mr. Norris were appointed to the District Improvement Committee.

F. Meet and Discuss Committee for Classified Employees

(1-year appointment)

Current Representatives – Mr. Kingsley Blasco, Chairperson

Mr. Blasco, Chairperson, was appointed to serve a one-year term on the Meet and Discuss Committee for Classified Employees.

G. Cumberland Perry Area Vocational Technical School

(1-year appointment)

Current Representatives – Mr. William Piper Mr. Wilbur Wolf, Jr.

Mr. William Piper and Mr. Wilbur Wolf, Jr., were appointed to serve one-year terms on the Cumberland Perry Area Vocational Technical School Committee.

H. Pennsylvania School Boards Association Regional Cabinet Member

(1-year appointment)

Current Representative – Mr. Robert Barrick

Mr. Robert Barrick was appointed to serve a one-year term as a Pennsylvania School Boards Association Regional Cabinet Member.

I. Buildings and Property Committee

Current Representatives - Mr. Robert Barrick, Chairperson

Mr. William Piper Mr. William Swanson Mr. Richard Roush Mr. David Gutshall

Mr. Barrick, Chairperson, Mr. Piper, Mr. Swanson, Mr. Roush, and Mr. Gutshall were appointed to the Buildings and Property Committee.

VI. APPOINTMENTS (...continued)

J. Finance Committee

Current Representatives – Mr. Kingsley Blasco, Chairperson

Mr. William Piper Mr. William Swanson Mr. David Gutshall

Mr. Blasco, Chairperson, Mr. Piper, Mr. Swanson, and Mr. Gutshall were appointed to the Finance Committee.

K. South Central Trust Board

Current Representative - Mr. Kingsley Blasco

Mr. Blasco was appointed to serve as a representative to the South Central Trust Board.

L. Tax Collection Committee

Current Representative – Mr. Wilbur Wolf, Jr. Mr. William Swanson

Mr. Wolf and Mr. Swanson were appointed to serve as a representative to the Tax Collection Committee.

VII. STUDENT/STAFF RECOGNITION AND BOARD REPORTS

Megan Carr & Daulton Hershey presented a student report. Student report is attached.

VIII. RECOGNITION OF VOCATIONAL-TECHANICAL SCHOOL STUDENTS OF THE QUARTER

Mr. Steven Smith, High School Principal, will recognize those Vocational-Technical School students who earned "Student of the Quarter" awards for the first quarter of the 2013-2014 school year.

Grade 10	Samantha Heckendorn	American Studies
Grade 10	Isaac Eshenour	American Studies
Grade 10	Taylor Farlling	Automotive Technology I
Grade 11	Jenna Keller	World Studies
Grade 12	Natasha Foose	Cosmetology 3

VIII. RECOGNITION OF VOCATIONAL-TECHANICAL SCHOOL STUDENTS OF THE QUARTER (...continued)

Grade 12 Owen Dechene Carpentry 3

Grade 12 Taylor Heilman Computer Information Systems 3

President Wolf and Vice President Swanson congratulated the students for their outstanding hard work and accomplishments. The students received a certificate and a pen.

IX. RECOGNITION OF STUDENTS OF THE QUARTER

Mr. Steven Smith will also recognize those students who have earned the academic achievement award for the first quarter for the 2013-2014 school year.

Agriculture Department

Grade 9 Lauren Seiple

Grade 10 Tiffany Lehman

Grade 11 Darian Foga

Grade 12 Michael Romano

Math Department

Grade 9 Zach Gantz

Grade 10 Isaac Eshenour

Grade 11 Chloe Fealtman

Grade 12 Mike Romano

PE/Health Department

Grade 9 Emily Franklin

Grade 10 Emily Burke

Grade 11 Aric Smoker

Grade 12 Greg Warner

Science Department

Grade 9 Emily Siwy

Grade 10 Sarah Ickes

Grade 11 Ashley Snyder

Grade 12 Kylie Brandt

Social Studies Department

Grade 9 Emily Franklin

Grade 10 Sarah Ickes

Grade 11 Ashley Snyder

Grade 12 Brooke Baseshore

President Wolf and Vice President Swanson congratulated the students for their outstanding hard work and accomplishments. The students received a certificate and a pen.

X. PAYMENT OF BILLS 2013-2014

Total	\$	1,379,299.31
Student Activities	<u>\$</u>	18,365.59
Cafeteria Fund	\$	58.00
Capital Projects	\$	69,259.53
General Fund	\$	1,291,616.19

Motion by Gutshall, seconded by Blasco for approval of General Fund, Capital Projects, Cafeteria Fund, and Student Activity/Miscellaneous Fund payments of bills for 2013-2014 as outlined above. Roll call vote: Voting Yes: Wolf, McCrea, Piper, Roush, Norris, Barrick, Blasco, Gutshall, and Swanson. Motion carried unanimously. 9 – 0

XI. READING OF CORRESPONDENCE

XII. RECOGNITION OF VISITORS

Chris Ritter, Sherry Ickes, Sarah Ickes, Rusty Robb, Jason Robb, Bob Kanc, Cindy Kanc, Harley Keefer, Alexis Benson, Kim Fealtman, Stevie Fealtman, Chloe Fealtman, Dan Eshenour, Teresa Eshenour, Isaac Eshenour, Jerry Rife, Tara Lehman, Mike Bender, Ashley Snyder, Terry Snyder, Michelle Snyder, Steve Franklin, Jenny Franklin, Emily Franklin Seth Franklin, Becca Franklin, Natasha Foose, Zachary Wiser, Jo Ellen Wiser, Barb Cline, Victoria Adams, Charlotte Anderson, Lew Anderson, Lauren Seiple, Jeff Seiple, Linda Seiple, Darian Foga, Tianna Frehn, Robert Frehn, Emily Siwy, Ingrid Siwy, Tim Siwy, Timothy Siwy, Kylie Brandt, Suzette Brandt, Brooke Basehore, Beth Basehore, Fred Basehore, Michael Romano, Renee Romano, Doug Romano, Zachary Gantz, Kevin Gantz, Patty Gantz, Heather Keller, Jenna Keller, Greg Warner, Heidi Warner, Faith Warner, Ruth Wiser, Karla Dechene, Eric Funk, Owen Dechene, Danielle Farlling, Taylor Farlling, Mary Beth Miller, Carl Smoker, Aric Smoker, Bryce Smoker, and Daulton Hershey.

XIII. PUBLIC COMMENT PERIOD

Mary Beth Miller, 239 Log Cabin Road, Newville, PA addressed the members of the Board of School Directors and offered a prayer of encouragement for the Board members and community.

Rusty Robb 1451 Newville Road Carlisle, PA. She questioned the Board on the status of Mr. Michael Berry, Head Football Coach and if he will be permitted to coach in the future.

XIV. STRUCTURED PUBLIC COMMENT PERIOD

XV. OLD BUSINESS

XVI. NEW BUSINESS

A) PERSONNEL CONCERNS

(ACTION ITEM)

1) Per Diem Substitute Teachers

Zachorry Fore - Physical Education/Health Zachary Horn - Secondary Social Studies Joanne Perry - Elementary Education Erin Reed - English 7-12

The administration recommends that the Board of School Directors approve the additions listed to the 2013-2014 per diem substitute teacher list.

(ACTION ITEM)

2) 2013-2014 Lifequard

Alexandra Walker

The administration recommends that the Board of School Directors approve the individual listed to serve as a lifeguard during the 2013-2014 school year, pending receipt of all required paperwork.

(ACTION ITEM)

3) Coaching Appointment

Coaching Appointment Mr. Jay Hockenbroch, Athletic Director would like to recommend the individual listed to serve as a coach for the 2013-2014 school year.

Lexi Arnold Junior High Volleyball Coach

The administration recommends that the Board of School Directors appoint the above listed individual to serve as a coach for the 2013-2014 school year, as presented.

(ACTION ITEM)

4) Life Skills Aide

Mr. William Gillet, Supervisor of Special Education would like to recommend the individual listed as a life skills aide at Oak Flat Elementary School, replacing Ms. Boegel who is transferring to a position at the Middle School.

Debra Fetter

The administration recommends that the Board of School Directors appoint the above listed individual to serve as a life skills aide as presented.

XVI. NEW BUSINESS (. . . .continued)

(ACTION ITEM)

5) Resignation

Mr. Daryl Balseiro, High School Band Director/Music has submitted his letter of resignation as a High School Band Director/Music, effective Monday, January 20, 2014.

The administration recommends that the Board of School Directors accept Mr. Balseiro's resignation as a High School Band Director/Music, effective January 20, 2014.

VOTE ON XVI., NEW BUSINESS, A-1 – A-5, PERSONNEL CONCERNS

Motion by Blasco, seconded by Norris to combine and approve Items A-1 through A-5 as outlined and recommended above. Roll call vote: Voting Yes: Wolf, McCrea, Piper, Roush, Norris, Barrick, Blasco, Gutshall, and Swanson. Motion carried unanimously. 9 – 0

XVI. NEW BUSINESS (. . . .continued)

(ACTION ITEM)

B) <u>Case A of 2013-2014</u>

The parents of the student in Case A of the 2013-2014 school year waived their right to a formal student discipline hearing before the Board of School Directors.

The administration recommends that the Board of School Directors exclude the student in Case A of the 2013-2014 school year for a period of forty-five (45) days, reduced to thirty (30) days, predicated upon completion of the Student Assistance Team process. The student will be placed in an Alternative Placement during these forty-five (45) days. During the period of exclusion, the student is not permitted to attend or participate in any school activities nor appear on school property at any time for any reason.

Motion by Blasco, seconded by Norris to approve the recommendation as outlined above. Roll call vote: Voting Yes: Wolf, McCrea, Piper, Roush, Norris, Barrick, Blasco, Gutshall, and Swanson. Motion carried unanimously. 9-0

(ACTION ITEM)

C) Acceptance of Financial Audit for 2012-2013

Mr. James Lyons from Greenawalt & Company presented the District's 2012-2013 financial audit report at the November 18, 2013 Committee of the Whole meeting. Board members received copies of the financial audit report prior to that meeting.

The administration recommends that the Board of School Directors accept the District's 2012-2013 financial audit report as presented by Mr. James Lyons from Greenawalt & Company.

XVI. NEW BUSINESS (. . . .continued)

Motion by Norris, seconded by Blasco to approve the recommended as outlined above. Roll call vote: Voting Yes: Wolf, McCrea, Piper, Roush, Norris, Barrick, Blasco, Gutshall, and Swanson. Motion carried unanimously. 9-0

(ACTION ITEM)

D) Proposed updated Job Description

The administration has made some revisions to the job description listed. A copy of the job description has been included with the agenda. The updated job description was an information item on the November 18, 2013 School Board Agenda.

Superintendent

The administration recommends that the Board of School Directors approve the job description listed above as presented.

Motion by Norris, seconded by Swanson to approve the recommended as outlined above. Roll call vote: Voting Yes: Wolf, McCrea, Piper, Roush, Norris, Barrick, Blasco, Gutshall, and Swanson. Motion carried unanimously. 9-0

(ACTION ITEM)

E) Approval of Wolf Consulting Engineers Annual Contract

Over the past two years the District used Wolf Consulting Engineers, LLC as both a consultant and project manager for capital projects. This contract would renew the engineering services contract for another year. The contract and rates are included for review.

The administration recommends the Board of School Directors approve the 2014 Service Contract with Wolf Consulting Engineers, LLC as presented in the agenda.

Motion by Barrick , seconded by Norris to approve the recommended as outlined above. Roll call vote: Voting Yes: Wolf, McCrea, Piper, Roush, Norris, Barrick, Blasco, Gutshall, and Swanson. Motion carried unanimously. 9-0

(ACTION ITEM)

F) Approval of Engineering Services for Repaving Project

The Building & Property Committee and administration established the summer of 2014 for a paving project that looks at all District drives and parking lots. The administration conducted some initial coordination with CenterPoint Engineering, Inc. to submit a proposal to develop and manage the project. The proposal is attached.

The administration recommends the Board of School Directors approve the proposal for engineering services from CenterPoint Engineering, Inc. to develop and manage a 2014 paving project at a cost of \$24,370 to be paid from capital project funds.

XVI. NEW BUSINESS (. . . .continued)

Motion by Barrick, seconded by Swanson to approve the recommended as outlined above. Roll call vote: Voting Yes: Wolf, McCrea, Piper, Roush, Norris, Barrick, Blasco, Gutshall, and Swanson. Motion carried unanimously. 9-0

There was a discussion by the Board on the scope of this project and what this agreement will include.

(ACTION ITEM)

G) Capital Project Closures

There are nine capital projects that are finished and have funds attached to them. These projects are finished and can be closed reallocating the \$94,829 back into the capital projects fund balance. The nine projects are highlighted in orange on the included spreadsheet.

The administration recommends the Board of Directors close the nine capital projects shown in the agenda and reallocates \$94,829 back into the capital project fund balance.

Motion by Blasco , seconded by Norris to approve the recommended as outlined above. Roll call vote: Voting Yes: Wolf, McCrea, Piper, Roush, Norris, Barrick, Blasco, Gutshall, and Swanson. Motion carried unanimously. 9-0

(ACTION ITEM)

H) Approval of Network and Wifi Expansion Project

To enable a smooth transition to individual devices for all 6-12 students in 2014/15 school year, expansion of network infrastructure is required to support the increased WiFi density in classrooms and other common areas. This project would focus on the MS, MR, NV and OF along with building a Wifi "bubble" at the MS and HS to enable 24/7 access inside and outside the buildings. It would also include some licenses, software and servers to provide remote desktops via terminal services.

The administration recommends the Board of School Directors approve the network infrastructure improvements at a cost of \$202,000 to be paid from the capital projects fund.

Motion by Barrick , seconded by Norris to approve the recommended as outlined above. Roll call vote: Voting Yes: Wolf, McCrea, Piper, Roush, Norris, Barrick, Blasco, Gutshall, and Swanson. Motion carried unanimously. 9-0

(ACTION ITEM)

I) Agreement of Sale for Plainfield and Frankford Elementary Schools

A motion to approve the third endorsement to the Agreements of Sale for the Plainfield and Frankford Elementary Schools for the sole purpose of extending the closing date to be within 45 days of Court Approval, but in no event later than March 15, 2014.

Motion by Norris, seconded by Barrick to approve the recommended as outlined above. Roll call vote: Voting Yes: Wolf, McCrea, Piper, Roush, Norris, Barrick, Blasco, Gutshall, and Swanson. Motion carried unanimously. 9-0

XVI. NEW BUSINESS (. . . . continued)

Mr. McCrea commented that we have had several settlement dates. Are we comfortable with this settlement date?

Mr. Fry informed the Board based on my discussion with Mr. Jones this morning he is comfortable with this settlement date.

(ACTION ITEM)

J) Approval of Reimbursement Resolution

In preparation for financing of the Oak Flat project, RBC Capital Management and Public Financial Management recommend the Board approve a resolution for reimbursement of any potential down payment(s) as part of the Oak Flat project.

The administration recommends the Board of Directors approve the reimbursement resolution as presented.

Motion by Norris , seconded by Swanson to approve the recommended as outlined above. Roll call vote: Voting Yes: Wolf, McCrea, Piper, Roush, Norris, Barrick, Blasco, Gutshall, and Swanson. Motion carried unanimously. 9-0

(INFORMATION ITEM)

K) Comprehensive Plan Approval

Mrs. Jeanne Temple, Assistant Superintendent is recommending that the Comprehensive Plan be approved by the Board of School Directors at the December 16, 2013 Board Meeting. Mrs. Temple will be distributing a summary of the plan prior to the meeting and will be making a brief summary statement this evening.

The Comprehensive Plan will be an action item at the December 16, 2013 Board meeting.

XVII. FUTURE BOARD AGENDA ITEM

There were no future Board agenda items.

XVIII. COMMITTEE REPORTS

A. District Improvement Committee – Mr. Norris/Mr. McCrea

No meeting was conducted and no report was offered.

B. Athletic Committee - Mr. Swanson

No meeting was conducted and no report was offered.

XVIII. COMMITTEE REPORTS (...continued)

C. Vocational-Technical School – Mr. Wolf/Mr. Piper

No meeting was conducted and no report was offered.

D. Buildings and Property Committee – Mr. Barrick

I move the Board of School Directors accept the final scope and cost of \$3,784,035 for the Oak Flat project and direct the administration to coordinate with Honeywell to present the final contract for signature on December 16, 2013. In addition, I would like to make a motion the Board approves the early ordering of the Chiller at a cost of \$91,750 and authorizes the administration to sign a revised Building Systems agreement of \$129,750.

Motion by Barrick, seconded by Norris to approve the recommended as outlined above. Roll call vote: Voting Yes: Wolf, McCrea, Piper, Barrick, Roush, Swanson, Gutshall, Blasco, and Norris. Motion carried unanimously. 9-0

E. Finance Committee – Mr. Blasco, Mr. Piper, Mr. Swanson and Mr. Gutshall

The next finance committee meeting will be December 16th at 6:00 pm in room 227 of the High School

F. South Central Trust - Mr. Blasco

No meeting was conducted and no report was offered.

G. Capital Area Intermediate Unit - Mr. Wolf

No meeting was conducted and no report was offered.

H. Tax Collection Committee (TCC) - Mr. Wolf

No meeting was conducted and no report was offered.

XIX. SUPERINTENDENT'S REPORT

1. **Grant Application** - The Borough of Newville has filed an SRO grant with the State. I will update the Board on the status of this grant.

XIX. SUPERINTENDENT'S REPORT (... continued)

- Scheduling Committees Middle School has established a committee to reviewing their schedule. This committee will report to the Board in the spring on their progress.
- 3. <u>Invitation</u> An invitation from Chartwells for lunch on December 18th at the Middle School at 11:30 am.
- Bulldog Foundation Looking at the potential for contracting for a person to work with businesses around the community. It would be similar to a Giving Coordinator.
- 5. <u>Congratulations</u> Thank You to Mr. Smith in the handling of the Student of the Quarter. It is important to recognize and honor our students for their accomplishments.

XX. BUSINESS FROM THE FLOOR

Mr. McCrea informed the Board that special thanks should be given to Mr. Lautsbaugh for working above and beyond the call of duty.

XXI. PUBLIC COMMENT REGARDING FUTURE BOARD AGENDA ITEMS

There was no public comment regarding future Board agenda items.

XXII. ADJOURNMENT

Motion by Blasco, seconded by Norris to adjourn the meeting and to executive session to discuss a personnel and negotiation issues. Roll call vote: Voting Yes: Wolf, McCrea, Piper, Barrick, Roush, Swanson, Gutshall, Blasco, and Norris. Motion carried unanimously. 9-0

The meeting was adjourned at 8:48 P.M to executive session for personnel issues.

Robert Lee Barrick, Secretary	

NEXT SCHEDULED BOARD MEETING: Monday, December 16, 2013