

January 23, 2014

The regular Board meeting of the Board of Education of the Oak Park and River Forest High School was held on Thursday, January 23, 2014, in the Board Room of the OPRFHS.

Call to Order

President Phelan called the meeting to order at 6:30 p.m. A roll call indicated the following Board of Education members were present: Thomas F. Cofsky, Dr. Steven Gevinson, Dr. Ralph H. Lee, Dr. Jackie Moore, Sharon Patchak Layman, John Phelan, and Jeff Weissglass. Also present were Dr. Steven T. Isoye, Superintendent; Dr. Frank Bogner, Interim Directors for Human Resources; Tod Altenburg, Chief Financial Officer; Philip M. Prale, Assistant Superintendent for Curriculum and Instruction; and Gail Kalmerton, Executive Assistant Clerk of the Board.

Closed Session

At 6:31 p.m. on Thursday, January 23, 2014, Mr. Phelan moved to enter closed session for the purpose of discussing Collective negotiating matters between the District and its employees or their representatives or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2); Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes 5 ILCS 120/2(c)(11); and student disciplinary cases 5 ILCS 120/2(c)(10); seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

At 7:40 p.m., the Board of Education resumed open session.

Joining the meeting were Michael Carioscio, Chief Information Officer; Amy Hill, Director of Assessment and Research; Nathaniel L. Rouse, Principal; Dr. Tina Halliman, Assistant Superintendent for Student Services; Karin Sullivan, Director of Communications and Community Relations; Sheila Hardin, Faculty Senate Executive Committee Chair; and Joey Cofsky, Student Council Liaison Representative.

Visitors

Robert Zummallen, OPRFHS Buildings and Grounds Director; Pat Maunsell, Educational Consultant; Caroline Roselli of Robbins Schwartz (arrived at 9:00 p.m.); Alan Stettler of Henry Bros.; Robert Wroble of Legat Architects; John Messina, community member; Terry Dean of *Wednesday Journal*; and Rebecca Bibbs of the *Oak Leaves*.

Status of FOIA Reports

Ms. Kalmerton reported that two FOIA requests had been received and two were resolved.

Student Council

Mr. Cofsky shared the following with the Board of Education members:

- Students liked having finals scheduled before winter break
- The start of the semester had been quiet
- The monies received from its Crushed Can fundraiser would be shared among several charities
- Mr. Cofsky and Mr. Rouse acknowledged that the heavy traffic in the tutoring center prior to winter break had lessened; however, they were still discussing changing the 10-minute rule to be a 5-minute rule.

- The process of getting passes during lunch periods is now smoother due to the availability of two people writing those passes.
- Students are coming together to discuss group study session space in the library and in other places.
- Discussion has ensued about hiring a full-time math tutor because the statistics showed that support was most desired.

Faculty Senate

No report.

Superintendent Report

Dr. Isoye reported the following:

- 1) The Wednesday Journal named District 200 Board of Education president John Phelan and vice president Jeff Weissglass as runners up for, respectively, River Forest and Oak Park Villagers of the Year.
- 2) Last Friday, faculty, staff, and students packed the Student Center to hold a rousing sendoff for Olympic athlete Emery Lehman, an OPRF senior who will compete in Sochi, Russia, in two speed-skating events, the 5,000 meter and the 10,000 meter.
- 3) Principal Nate Rouse read a moving letter of congratulations from OPRF alum and 1996 Olympic gold medalist Dani Tyler (softball), Dr. Isoye presented a certificate from Senator Don Harmon, and Athletic Director John Stelzer presented OPRF gear for Emery to trade with other athletes, an Olympic tradition.
- 4) 19 OPRFHS music students are at the Illinois Music Education Association state competition in Peoria. Congratulations to the following students who already have been announced as top winners in composition:
 - Reiny Rolock – 1st Place Arranging, 1st Place Instrument Solo, & 2nd Place Vocal Solo
 - Drake MacMillian – 2nd Place Avant-Garde/Electronic
 - Lena Fjortoft – 2nd Place Commercial/Popular
 - Ray Bizot – 1st Place Remix
 - Evan Beadleston – 2nd Place Remix

The following state winners will audition for the highest award, participation in the honors level groups:

BAND

- Grace Alger – Clarinet
- Sarah Blobaum – Clarinet
- David Messina – Baritone Sax
- Fiona Ryan – Bass Clarinet
- Daniel Wheelock – Trumpet

ORCHESTRA

- Patrick Dugan – Double Bass
- Jane Larson – Viola
- Julia Swain – Viola

CHOIR

- Caroline Caffrey – Soprano I
- Joseph Dennis – Tenor I
- Sage Pope – Soprano I
- Hayley Yussman – Soprano II

JAZZ

Jonah Phillion – Alto Sax
Evan Thompson - Piano

- 5) Friday, January 17, 125 students participated in an overnight lock-in organized by students in the Black Leaders Union (BLU), with sponsors Jessica Stovall and Lee Wade. Favorite activities included small-group discussions on bullying and an inflatable obstacle course. They also had the opportunity to participate in peace circles, workshops on reflective listening, healthy cooking, hip-hop poetry, cosmetology, laser tag, and other organized games and activities.
- 6) Four OPRF students were among the 339 area high school students who recently received the Cook County Sheriff's Youth Service Medal of Honor for volunteering more than 100 hours to community service projects during 2013. Congratulations go to Senior Nicholas Brady, Junior Michael Fitch, Junior Ryan Fitch, and Junior Carly Jo Loughran.
- 7) Both varsity and junior varsity Special Olympics teams qualified for the state tournament in Bloomington-Normal on March 14.
- 8) Congratulations to the varsity Cheer Team, which placed sixth at last weekend's Illinois Cheerleading Coaches Association State Championship.
- 9) Librarian Ann Carlson was a member of the selection committee for the 2014 Scott O'Dell Award for Historical Fiction, which went to the children's book *Bo at Ballard Creek*.

Consent Item O, Resolution to Transfer Funds from Operations & Maintenance was tabled until the February meeting.

The following items were removed from the consent agenda:

- E. Instructional Materials Fee
- L. Henry Bros. Proposal for 2015
- P. Open and Closed Minutes
- R. Policies
- Q. Math Tutor

Consent Items

Mr. Phelan moved to approve the following consent items:

- Check Disbursements and Financial Resolutions dated January 23, 2014
- Monthly Treasurer's Report
- Monthly Financial Reports
- Personnel Recommendations, including New Hires and Resignations
- Board of Meeting Dates for Calendar Year 2014
- Authorization to Prepare FY '15 Tentative Budget
- Authorization to Prepare Amended FY '14 Budget
- NIIPC Commodity Foods and Selected Commercial Foods Contract RFP
- RFP Results for Board Room Sound System
- Visual Image Photography, Inc. Contract
- Legat Architect Proposal for 2015
- Pekron Consulting Proposal for 2015

seconded by Mr. Cofsky. A roll call vote resulted in all ayes. Motion carried.

Instructional Materials Mr. Phelan moved to approve the Instructional Materials Fee (IMF) for the 2014-15

**Fee for 2014-15
School Year**

School Fee for 2014-15 year as presented; seconded by Dr. Lee. Discussion ensued.

Dr. Isoye provided the background as to how the District went from having students purchase their books three years ago to having students rent their books now. The benefits to this system include: 1) all students receive their materials when needed; 2) all students receive the same version of a paperback book, etc., 3) students do not have to remember to bring the books to school; and 4) the fees were evened out for most students.

Ms. Patchak-Layman objected to the IMF fee because:

- 1) The fee requires students to absorb the cost of bookstore staff. Excluding it would lower the fee by approximately \$100.
- 2) The fee requires students to absorb the cost of the 500 students who qualify for the Free and Reduced Lunch Program. Removing that responsibility could lower the fee another \$50.
- 3) The fact that over 500 families request payment schedules in order to pay this fee is an indication that this fee is presenting a hardship for families.
- 4) OPRFHS does not have a sliding payment scale. A family of four with an income of \$43,000 would qualify for the Free and Reduced Lunch Program. Families with incomes of \$45,000 would have to pay the full fare.

Ms. Patchak-Layman continued that it is the District's responsibility to absorb the staffing costs of the Bookstore and the Free & Reduced Lunch Program costs, not the student. Some schools take the cost of the books, divide by 5, charge 1/5 of the price of the books, and then customize it by the cost per student. In addition, the 50 students who are placed out-of-district also pay the materials fee and yet they have no involvement with the school other than being registered. They receive no materials from OPRFHS.

This system does not match the values and goals of the Strategic Plan. An equitable plan is needed for all students. Some students who had paid \$150 now pay \$320 and others who paid \$750 now pay \$320. Students take many classes in the building that require no books and yet those fees are included in the class fee. Two members supported this being remanded to the administration to be reworked.

Dr. Lee moved to send this proposal back to the committee to be brought forward next month; seconded by Dr. Gevinson. Discussion ensued.

The administration noted that eighth grade orientation had already occurred and the participants were told that the Board of Education would be voting on these fees this evening. A concern was expressed about moving this forward as it might necessitate a change in the Board of Education's policy that states that the bookstore will be self-sufficient. The Board of Education could have considered this in its review of the policy manual where it states that the Bookstore will be self-sustaining.

A roll call vote resulted in two yeas and five nays. Ms. Patchak-Layman and Dr. Lee voted yea. Motion failed.

The consensus of the majority of Board of Education members was for the president to authorize this discussion at an upcoming Finance Committee meeting. Competitive fee structure information for other districts had been shared in prior Committee discussions.

A roll call vote on the original motion resulted in six ayes and one nay. Ms. Patchak-Layman voted nay. Motion carried.

Henry Bros.

Mr. Phelan moved to approve The Henry Bros. Proposal for the 2015 school year as presented; seconded by Dr. Moore. Discussion ensued.

In 2013, the Board of Education executed a contract with Henry Bros. that showed the direct cost of work (all trade contractors, except for asbestos) at a cost of \$4,562,500. Out of the total fees for Henry Bros. amounting to \$555,778, are the costs for General Conditions, amounting to \$345,054. In 2013, the General Condition costs were 7.5% of the trade cost. In 2015, the proposed Henry Bros contract shows the direct cost of work at \$3,509,949. The total Henry Bros. fee is \$514,937.00 and out of that fee is General Conditions cost is \$354,532.00. The General Condition fee includes all of the Henry Bros. support staff labor cost for OPRFHS's projects. It is allowed to be increased by 2% or CPI annually. The wage increase from 2013 to 2015 for General Conditions is only 2.6%, and is well within CPI.

A roll call vote resulted in six ayes and one nay. Ms. Patchak-Layman voted nay. Motion carried.

Approval of Policies

Mr. Phelan moved to approve the amendment of the following policies:

- Policy 3:60, Administrative Responsibility of the Building Principal
- Policy 5:50, Prohibitions on Drug, Alcohol, and Tobacco in the Workplace
- Policy 5:90, Abused and Neglected Child Reporting
- Policy 5:200, Terms and Condition of Employment and Dismissal
- Policy 6:250, Community Resource Persons and Volunteers
- Policy 7:300, Extracurricular Athletics
- Policy 8:30, Visitors to and Conduct on School Property

seconded by Dr. Lee. A roll call vote resulted in all ayes. Motion carried.

Comments were received from the attorney regarding 5:50 and E-cigarettes and Mr. Altenburg worked with the insurance cooperative, CLIC, on language changes for Policy 7:300.

Minutes

Mr. Phelan moved to approve the Open and Closed Session Minutes November 5, 20, 25, December 10, and 19, 2013 and a declaration that the closed session audiotapes of May 2012 be destroyed; seconded by Dr. Moore. A voice vote resulted in motion carried. Ms. Patchak-Layman objected to destroying the audiotapes.

Math Tutor Position

Dr. Lee moved to approve two, unbudgeted math tutoring positions, with the understanding that the cost will be approximately \$60,000 for the rest of this year; seconded by Mr. Cofsky. Whoever is hired will not be part of a union (as past practice) nor be certified, will work 5 hours per day, and receive a salary that will range from

\$28 to \$30 per hour and receive benefits. The goal is to overlap these positions so that they are both available during the lunchtime. Math is the most requested tutoring assistance and having permanent math tutors will allow them to build relationships with the students. Volunteers do help in the tutoring center before and after school. These positions will be evaluated. Consideration was given to hiring substitutes but there is an issue of consistency and trust with the students. One Board of Education member felt that hiring substitutes for this need would be an inappropriate stop gap. These positions would be considered additional help, as two to three teachers are stationed in the Tutoring Center every period. Mr. Phelan applauded the District's efforts to look for math tutors as that seemed to be what was needed and it was consistent with the goals of the Board of Education. He looked forward to hearing about the effectiveness of these additional positions. Mr. Rouse noted that a report that encompassed on-campus tutoring, homebound tutoring, and tutoring for students suspended will be brought forward to the Instruction Committee. The reason not to hire a fulltime teacher for this area is cost and the amount of time desired in the tutoring center—7 a.m. to 5 p.m.

Strategic Plan

Ms. Patchak-Layman moved to approve the Strategic Plan, as presented, with changes from the discussion on Action Step 4 of Goal 3; seconded by Dr. Lee.

On October 1, 2012, the Strategic Planning Steering Committee began examining the current state of the District and gathering a wealth of input and data about the preferred state of the community. In March 2013, task forces began using this feedback to develop specific action steps aimed at bringing the District into that preferred state over the next five years. The Steering Committee and Task Forces concluded their work on June 17, 2013, after a final review of the plan. The plan was present to the Board of Education on June 27, 2013. The Board of Education has since had several retreats to study the strategic plan and fine-tune the work prior to adoption.

The Oak Park and River Forest High School District 200 Strategic Plan 2013-2019 contains 20 broad action steps in six areas of focus: Holistic Community Education; Equity; Supportive Learning Environment; Transformational Teaching and Learning; Transformational Leadership; and Facilities and Finance.

The Board of Education received a draft after the last retreat. Based on comments from the retreat, they decided to place the words "Using existing school data" and "fair and just" within the statement. Dr. Isoye received several comments for consideration for a second draft of the statement. Language proposed and sent to the Board suggested new and potential language. Discussion concurred and it was the consensus of the Board of Education members for Action Step 4 of Goal 3 to read as follows:

"Establish fair and just processes and practices that set clear, meaningful expectations to create a safe environment while recognizing the humanity of all students and adults."

This action supports that OPRFHS is a supportive learning environment and that it has a discipline system that tries to balance the need to create safety as well as a supportive environment for students in trouble. It had to do with the idea of how students were treated and, thus, morphed into the humanity of all students and adults. One member emphasized that adults were to be respectful, fair, just, and supportive. Another member noted that this had jumped over from equity to SEL, teachers and students working together to work on the climate of the school and that should be addressed in

that. Restorative Justice was dropped from Transformational Teaching and Learning (TTL). Certain adult practices may create the climate for the students and the changing the actions of the students.

Suggestions also included:

- 1) Place the acknowledgements at the back of the document (pages 1-8)
- 2) Include a reference section of appendixes and include the history.

Ms. Maunsell noted that the Board of Education would approve the Strategic Plan. The Board of Education will accept the plans from the implementation teams. Both she and Dr. Alson felt it was a privilege to work with OPRFHS on this amazing process and with a school community that is so passionate and committed. She complimented the Board of Education on its work to keep the essence of what the stakeholders brought to it, as this spoke highly of the school and the school community. Mr. Phelan thanked Ms. Maunsell and Dr. Alson.

Additional corrections:

1. Page 9, Values, add “,” after the word “transparent”
2. Page 11, Goal 4, #2, Delete “Write targets for collaboration, problem solving, reflection, critical thinking, critical literacy, and”

Ms. Maunsell stated that the administration would bring forward implementation plans to the Board of Education for its review and assess the values and goals. The administration will be responsible for the goals. However, she noted that the goals might change because of the work pursued. As an operational item, the Board of Education would not have to vote on any changes. Discuss with the administration and that would be challenging to get the work done. The administration will be held accountable for what is here and that is to meet these goals. The administration will come to the Board of Education with the implementation plans, which will be incorporated, into the goals and the administration and faculty will have to achieve the goals. Mr. Cofsky stated that measurement is critical and that includes the scoreboard and the metrics of what the plan is driving.

The implementation teams will receive all of the ideas and plans discussed and submitted by the task forces so that they have the benefit of that work and that of the broader steering committee. The implementation teams will consist of consist of internal staff, administration, teachers, support staff, etc., and depending on the tasks, working with Dr. Alson and Ms. Maunsell. Holistic Community Education implementation team may have outside community involvement.

A roll call vote resulted in all ayes. Motion carried.

Annual Residency Verification

Mr. Phelan moved to approve the recommendation for annual residency verification for all students and families; seconded by Mr. Cofsky. Discussion ensued.

Dr. Isoye referred to the report in the packet, which provided the background and the costs for the annual residency verification, as they are presently known. The added cost for the 2014-15 school year were estimated to be substantially less than last year and saved the District \$966,000 in per-student expenditures for the 51 more cases determined ineligible than in FY 09 and 84 more in FY 12. The process is about cost avoidance. The costs are in line with enrollment projections. The expenditures for the

whole process were not deducted. One member did not believe a judgment about the 160 documented, ineligible students could be made because the number of freshman student transfers was unknown and the time changed. If all of the 160 were freshmen and registered using the online process, perhaps all 160 would have been found without the additional costs. Cost avoidance was important to one member because it helps on the front end what sometimes occurs during the course of the year, which is finding students who are not legal residents attending the school and then forcing them to leave. Mr. Phelan had voted against this process a year ago because he was concerned that citizens legally living in the District would be waiting in the Student Center and being inconvenienced. He now sees many positives to the program and he supports the motion. One member noted that if it helped with enrollment projects, it was invaluable.

A roll call vote resulted in all ayes. Motion carried.

**Joint Study
Committee**

Dr. Gevinson moved to authorize the Superintendent to develop a joint study committee made up of faculty and administration to provide to the Board of Education several approaches to setting class size in various divisions, tracks, and programs within the school, considering 1) Strategic Plan goals, 2) workload equity, 3) practices in peer and other districts, and 4) costs and benefits to students, and 5) research literature; seconded by Ms. Patchak-Layman. Discussion ensued.

The Board of Education members considered whether administrative and faculty time would be best spent developing a rational, systematic way of determining class size, a theory of class size. One member felt that because the District has a large fund balance and class size was increasing, especially in those divisions that focus on writing, that class size should not be based on required classes. The original discussion occurred in the Instruction Committee meeting. Mr. Prale and Mr. Rouse had produced a report on class size for that meeting. One observed that class size had actually decreased over time. Currently, projection models used a number as a calculus to determine FTE. That number was 14.2 and that included all certified staff and counselors. If enrollment increases, then FTE would increase. Another consideration is that of when to hire additional counselors, as they are counted as FTE, but not included in the metric. One member asked if the Strategic Plan would list specific areas needing emphasis. Class size is one element, but the other element in the number of hours of instruction exposure. Another member felt that while the Strategic Plan could address it, it was not specifically listed. Should the Board of Education put forth as a mandate that the Strategic Plan should address it? Another member felt that through the implementation team process this should be a conversation. Originally, the Strategic Plan had too many specific action plans. Teacher concern about class size was an issue when the Board of Education members were campaigning and Dr. Gevinson was elected because of that issue. It is a very complex issue and, perhaps, it should be addressed in the contract. One member felt a general conversation should occur as part of the goals, rather than having a task force and implementation teams. Consideration should be given to the use of technology in the classroom and how that would enable more or fewer students, inclusion of regular and special education students, etc. How will this fit into the budget? If differentiated instruction was used and/or more technology was used, can class size be larger? How can these pieces be brought together. This was a Board-level discussion, not a discussion for the implementation

committees. Another member felt time would be better spent on studying the tracking system of the District, whether the bookstore should be self-sustaining, etc., but establishing task forces to study everything is not the path to take. One member suggested that a Board of Education committee study the issue and bring a report back to the Board of Education. Another felt that without accountability, the committee would not be a good path and that the beauty of the Strategic Plan was for the Board of Education to receive many initiatives and their priorities. Dr. Gevinson stated that the implementation team is unrealistic and class size was taken out of the plan. However, this is a perennial school-wide issue, and it matters. He was afraid that if class size or its educational implications would not be looked at and the District will not know nor make an effort to affect that significant aspect of education. He felt it was an educational issue, not a teacher issue. It has not been done before because it is a subject that is easy to push aside, but it could have a positive effect on setting a rational decision as to what a school does educationally.

It was estimated that one person from each division would be involved in the committee and assigned tasks to get information and then conversations would occur. Mr. Phelan did not feel that the data matched up with the concerns expressed and was uncomfortable with this directive coming from the Board of Education. Mr. Rouse stated that he has tried to work with the faculty and staff, based on the 5 Essentials Survey, by implementing principal roundtables. Since October, the number one issue has been workload and class size. He believed that by working with the master scheduler and developing those class sizes, there was a way to bring forward the thoughts and ideas, and then determine what to do. The faculty has stated that class size is an issue. The District has done a great job of looking at transition level classes over the past years but a consequence is that Honors and Advanced Placement class size has risen.

The mechanism used to bring concerns to the Board of Education includes first bringing things to the Principal. Mr. Rouse continues to be willing to have conversations about class size. The role of the Board of Education is to put policy in place, but one member was concerned that if the Board of Education did not know about a problem, it would not be able to affect change. How would the Board of Education know about the big issues that fall under the mission of the school? Ms. Hardin noted that the mechanisms are in place for information to flow to the Board of Education. The principal and the superintendent meet regularly with Faculty Senate and she, as the Faculty Senate Executive Committee chair, meets weekly with the Superintendent and every two weeks with the Principal. Class size is not a new subject. It is about student outcomes and education and not about the workload. The administration also receives Faculty Senate's minutes. She cautioned that having faculty come directly to the Board of Education was not good communication.

Dr. Lee noted 31 years ago that the class size pattern was reversed. He remembered that the largest classes had the least academically able students. The movement since then has been for smaller class sizes for students who are more difficult. Different faculty members have different feelings about class size in different ways, i.e., divisions, etc. English and math are different from other divisions. People have strong feelings about this and it is a complex problem. He preferred not pursuing a committee because the result could be that class size would go in a different direction. Dr.

Gevinson felt it was not a political issue or a teacher issue, but an educational issue as OPRFHS should have a systemic, rational approach to class size.

A roll call vote resulted in 5 nays and 2 yeas. Dr. Gevinson and Ms. Patchak-Layman voted yea. Motion failed.

Mid-year Update on Board of Education Goals

Dr. Isoye presented an mid-year update on the 2013-14 Board of Education goals. The administration set targets for each goal and the targets were given a color code based on progress (red meaning in progress or not on track, orange meaning in progress and on track, and green meaning completed). The planned actions were provided with a color code and brief explanation. A column labeled score indicated the extent of the work completed. Red was rated 1—have not started, 2—just started or 3—started, but not on track yet. Orange was rated 4—just on track, 5—moving as expected, or 6—further on track, almost complete. Green was rated 7—just completed, 8—completed and will need to revisit, and 9—completed and institutionalized. Discussion ensued.

With regard to models being used with various targets, one model being considered was developed by a professor at Harvard University who had done much research on family engagement has defined levels with characteristics. It will give the District an opportunity to look at where it is now and where it would like to be with regard to family engagement. Another model is a graphing model to determine the effectiveness relative to the cost of a particular program.

The Strategic Plan implementation committees will design the work and it will be presented to the Board of Education in the spring. That will focus and solidify the goals and promote the Strategic Plan moving into next year.

Dr. Isoye noted that a small group, including Mr. Cofsky, the interim Human Resources directors, and Dr. Isoye, was developing the compensation philosophy. They are looking at philosophies from other districts and have connected with The Hay Group that works with schools and both Fortune 500 and non-Fortune 500 companies on compensation. Another resource for this type of research might be the Illinois Association of School Boards.

Closed Session

The Board of Education resumed its closed session at 10:48 p.m.

The Board of Education resumed its open session at 12:15 a.m.

District Reports

Mr. Phelan noted that Citizens' Council, Boosters, APPLAUSE!, and the Alumni Association had been embedded in the agenda.

Student Discipline

Mr. Phelan moved to find Student RES 01-23-14-4 on January 23, 2014 a resident for the 2013-14 school years but without precedent for the 2014-15 school year; seconded by Mr. Cofsky; A roll call vote resulted in all ayes. Motion carried.

Adjournment

At 12:16 p.m. on Thursday, January 23, 2014, Mr. Phelan moved to adjourn this meeting; seconded by Mr. Cofsky. A voice vote resulted in motion carried.

Dr. Jackie Moore
Secretary

Gail Kalmerton
Clerk of the Board