

**BRADFORD EXEMPTED VILLAGE BOARD OF EDUCATION
DECEMBER 20, 2022
REGULAR SESSION 6:30 PM
EXECUTIVE SESSION IF NECESSARY**

CALL TO ORDER AND PLEDGE OF ALLEGIANCE

ROLL CALL Time: 6:30 PM

Dr. Swabb	P	Mrs. Brewer	P	Pastor Reindel	P	Mr. Besecker	P	Mr. Mandel	P
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BOARD PRESIDENT'S REPORT: DR. SWABB

A. Welcome

This meeting will be broadcasted. In person meeting will be held in Room 404.

REVIEW OF AGENDA & APPROVAL OF MINUTES

- A. Additions and Deletions to Agenda
- B. Approval of the Agenda

Motion: Mr. Besecker; Second: Mrs. Brewer

Mrs. Brewer	P	Pastor Reindel	P	Mr. Besecker	P	Mr. Mandel	P	Dr. Swabb	P
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***MOTION PASSED 5-0
RESOLUTION NO 099-2022***

- C. November 15, 2022 - Approval of Minutes of Regular Meeting
November 15, 2022 - Approval of Minutes of Records Retention

Motion: Mrs. Brewer; Second: Pastor Reindel

Mrs. Brewer	P	Pastor Reindel	P	Mr. Besecker	P	Mr. Mandel	P	Dr. Swabb	P
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***MOTION PASSED 5-0
RESOLUTION NO 100-2022***

D. Student Spotlight -

Nathanel Young - Nominated by Mrs. Schmitz – Presented by Mrs. Schmitz

The student I feel deserves to be recognized is a boy in the fifth grade. This young man has overcome many obstacles academically in his school career. As a fifth grader, he has been asked to work harder than ever before. He has not only tried but has been successful in most of his classes. In October, he took the STAR Math Assessment. On this assessment, he showed a growth of one year in mathematics, one year from August to October!! This truly reflects the effort he has put into his work in Math class. I cannot wait to see what the rest of the year and beyond will bring for you! We are super proud of you for all of your hard work Nate Young! Keep up the GREAT work Nate and you will do GREAT things! GREAT JOB Nate & Congratulations!

Zoe Hudelson - Nominated by Mrs. Hart – Presented by Mr. Daugherty

I would like to recognize Zoe Hudelson as this month's student spotlight. Zoe is a 4th grader who is the youngest of 4 siblings. Her parents are Ryan and Evie Hudelson. She has 3 dogs, Duke, DJ, and Atlas. Her hobbies are basketball and loves drawing. Her favorite subject is art. She is very hard working and does not give up. She works hard and continues to figure it out even if it becomes challenging. She approaches all of her school work this way. She is the perfect representation of Bradford's Best. GREAT JOB Zoe & Congratulations!

Cameron Hedrick - Nominated by Mrs. Sneed – Presented by Mr. Daugherty

I would like to recognize sixth grader Cameron Hedrick as Bradford's Student Spotlight for December. Cameron is the son of Justin and Tiffany Hedrick. He has two younger sisters, Scarlette and Kora. Cameron earned a 4.0 during his first quarter of sixth grade, and he is on pace for another 4.0 this quarter. He is such a hard worker and a pleasant individual. Cameron always turns in quality work, and it is turned in on time. In his spare time, Cameron enjoys playing baseball. Cameron also has an interest in animals and after high school he would possibly like to become a wildlife biologist. Cameron's family moved to Bradford a couple of years ago. He has been an awesome addition to the student body here at Bradford. He is a terrific role model to his classmates, both in academics and behavior. GREAT JOB Cameron & Congratulations!

Patrick Puthoff - Nominated by Mr. Latino – Presented by Mr. Daugherty

My selection for High School Student Spotlight is Patrick Puthoff. Math does not come naturally or easily for Patrick, but no one works harder than he does, day in and day out, to understand math. He has been the top points leader in his geometry class the entire year, and he has even apologized to me for asking so many questions! If all students worked even half as hard as Patrick, there would be no math failures at all. Patrick is the student that all teachers would like to have in class. GREAT JOB Patrick & Congratulations!

E. Staff Spotlight –

Cafeteria & Janitorial Staff - Nominated by Administrative Staff – Presented by Mrs. Lavey

The administrative team would like to recognize our cafeteria and janitorial staff for this month's staff spotlight. They are always willing to go the extra mile to help students. For example, we had a family group day and the cafeteria staff baked 500 cookies and prepared the icing so it would be successful. The janitorial staff also went above and beyond by preparing hot chocolate and prepared an area for us to mix dye. We have a group of staff that go above for our students. Thank You!

Tuesday, December 20, 2022

Page 2 of 14

ADMINISTRATIVE REPORTS

A. Mrs. Michelle Lavey, Elementary Principal -

- Spirit Week 12-5 through 12/9 – Collecting pop tabs for Ronald McDonald House, collected 172.81 lbs.
- Darke County Arts – Seussical was performed by performers contracted by the DCCA
- Fall 3rd Grade ELA Test Results/Increase in passing scores from this time last year
- Family Groups – Tie Dye Shirts & Christmas Carol Singing Competition
- Students of the Week & Student of the Month – **Vivian Philipot**
- Spelling Bee – Winner – **Cyrus Matthieu**; 1st Runner Up – **Cailyn Barhorst**;
Runner Up – **Owen Bubeck**

B. Mr. Christopher Barr, MS/HS Principal –

- MS/HS Students of the Week
- Mrs. Moore's Class decorated hallway for Christmas
- Spelling Bee – Winner – **Nick Swiger**; 2nd Place – **Eli Hoffman**; - 3rd Place Tie – **Brayden Venrick & Tevin Smith**
- First Semester Highlights
 - Attendance Rate – 2021/2022 = 89.1%
2022/2023 = 92.6%
 - Discipline – 2021/2022 = 130 total referrals
2022/2023 = 55 total referrals
 - Extracurricular Participation – 2021/2022 = 42%
2022/2023 = 51%
 - Reintroduction of TBT's – JH/HS
 - Professional Development – Collins Writing
 - Student Leadership – Recycling of Paper project
- Upcoming Events
 - Athletic Booster Meeting – 12/21 @ 7PM
 - Early Release – 12/22 @ 1:10PM
 - Christmas Break – 12/23 – 1/2/23
 - PTO Booster Meeting – 1/4/2023 @ 6PM
 - Early Release/Professional Development – 1/11/23 @ 1:10PM

Tuesday, December 20, 2022

Page 3 of 14

- Athletic Upcoming Events
 - 12/20 HS BB vs FM – 6PM
 - 12/22 HS GB vs Lehman – 4PM
 - 12/22 HS BB vs Lehman – 6PM
 - 12/28 HS BB/GB Covington Holiday Tournament
 - 12/29 HS BB/GB Covington Holiday Tournament
 - 1/2/23 HS JH BB vs Preble Shawnee – 5:30PM
 - 1/2/23 JH GB @ Preble Shawnee – 5:30PM
 - 1/3/23 HS BB @ Middletown Christian – 6PM
 - 1/5/23 JH BB vs Russia – 5:30PM
 - 1/5/23 HS GB @ Preble Shawnee – 6PM
 - 1/6/23 HS BB vs Preble Shawnee – 6PM
 - 1/7/23 HS BB vs Miami Valley – 6PM
 - 1/7/23 HS GB vs Arcanum – 12PM

C. Mr. Bob Daugherty, Assistant Principal – No report

D. Mrs. Chloe Thompson, Athletic Director/ Transportation Director – Not Present

E. Mrs. Maria Brewer, Upper Valley CC update –

- Record Enrollment for Sophomores – 900 plus students
- Over 60 students enrolled for new program as first responders

F. Mr. Joe Hurst, Superintendent –

- Finished bus barn and busses are now parked inside for safekeeping
- Update on track project with construction updates
- Conceal carry policy discussion
- Working on school calendar for 2023-2024 school year

G. Mrs. Carla Surber, Treasurer –

- Budget will be presented tonight for statutory request for funding from the County Auditor
- Former Gymnasium lights now in bus barn repurposed with LED bulbs and auto sensors by Skip Miller
- Bids for electric buses will be on next month's agenda -charging stations included
- Grants will be explored over the next few months for needed expenditures
- New employee – **Tiffany Shively**, Assistant Treasurer was introduced to community

PUBLIC PARTICIPATION – None

FINANCIAL REPORT FROM THE TREASURER: Mrs. Carla Surber

Consent Calendar (items 1 through 11). All matters listed under the Consent Calendar are considered by the Board to be routine and will be enacted by the Board in one motion in the form listed below. Members of the Board, staff, or the public may request specific items to be removed from the Consent Calendar and be discussed and voted upon separately.

The Superintendent recommends approval of all Consent Agenda items:

1. Financial Journal – November 2022
2. Check Register – November 2022
3. Then & Now certification of bills that were obligated by employees of the district:

Business	Encumbered	Payable
MCESC	\$0	\$858.60
Schwaab, Inc	\$39.75	\$40.00
Amazon	\$77.81	\$95.03
Darke County ESC	\$0	\$429.66
Flora's	\$0	\$34.39
Prenger;s Inc	\$0	\$695.75
Stillwater Equipment Repair, LLC	\$0	\$364.24
Hudl	\$0	\$549.00
Prenger's Inc	\$304.25	\$363.25
Mike Lavy Electric LLC	\$6,496.25	\$6,796.25
Western Ohio Athletic Conference	\$0	\$375.00

4. Recommend approval of Transfers and Advances for the month:
Transfer fund 002-0000 to 002-9203 in the amount of \$8048.55
Transfer fund 002-9020 to 002-9203 in the amount of \$5396.70
5. Recommend approval of Permanent appropriations for necessary amendment.
6. Recommend acceptance of a donation from the Darke County Center for The Arts, Inc./Anna Bier Gallery in the amount of \$500.00 for Anna Bier High School Art Show.
7. Recommend approval of the Section 125 Flexible Benefit Plan Adoption Agreement.
8. Recommend acceptance of an anonymous donation of \$50.00 cash to be used for the School Lunch Program.
9. Recommend acceptance of a donation in the amount of \$10,000.00 from Covington Eagles.
10. Recommend acceptance of a donation in the form of a \$250.00 Visa Gift Card from **Gareth & Athena Beachler** to be used towards The Roader Cafe.
11. A RESOLUTION DECLARING THAT THE BOARD OF EDUCATION OF THE BRADFORD EXEMPTED VILLAGE SCHOOL DISTRICT HAS REVIEWED THE DOCUMENTS AND INFORMATION PREPARED BY THE CHIEF FISCAL OFFICER OF THE BOARD OF EDUCATION FOR SUBMISSION TO THE BUDGET COMMISSION OF MIAMI COUNTY, OHIO, IN RELATION TO THE ALTERNATIVE TAX DOCUMENT FORMAT FILING PROVIDED UNDER SECTION 5705.281 OF THE OHIO REVISED CODE AND AUTHORIZED BY SAID COMMISSION FOR THE FISCAL YEAR 2024, AND THAT SAID BODY APPROVES THE SAME.

WHEREAS, Section 5705.281 of the Ohio Revised Code authorizes and empowers a county budget commission, by an affirmative vote of a majority of its members, including an affirmative vote by the auditor of the county, to waive the requirement that a taxing authority of a subdivision or other taxing unit adopt a tax budget, as is provided under Section 5705.28 of the Ohio Revised Code, and require such taxing authority to provide such information as may be required by the commission to perform its duties under Chapter 5705 of the Ohio Revised Code, including dividing the rates of each of the subdivision's or taxing unit's tax levies as provided under Section 5705.04 of the Ohio Revised Code; and

WHEREAS, pursuant to the terms and provisions of Section 5705.281 of the Ohio Revised Code, the Miami County Budget Commission, by an affirmative vote of a majority of its members, including an affirmative vote by the Auditor of Miami County, Ohio, has authorized and permits the taxing authority of a subdivision or other taxing unit within Miami County, Ohio, to refrain from adopting a tax budget, and has designated the information which the said Budget Commission requires of each taxing authority of a subdivision or other taxing unit to permit the Budget Commission to perform its duties under Chapter 5705 of the Ohio Revised Code; and

Tuesday, December 20, 2022

Page 6 of 14

WHEREAS, it is the desire and intention of the Bradford Board of Education, as the taxing authority of Bradford Exempted Village School District, to elect to refrain from adopting a tax budget for the fiscal year 2024, and, in the alternative, to submit to the Budget Commission the information and documents which it has indicated will be necessary in the absence of such adoption; and

WHEREAS, previously by its enactment of Resolution No. 093-2022, the Board of Education of Bradford Exempted Village School District declared its said desire and intention, and authorized and directed the Chief Fiscal Officer of the Board of Education to prepare and to submit to the Miami County Budget Commission such information and documents as are necessary incident to said process and submission, and to take such other actions as may be reasonably necessary incident thereto; and,

WHEREAS, the members of the Board of Education have examined such information and documents and approve of the same; NOW, THEREFORE, BE IT:

RESOLVED, BY THE Board of Education Miami County, Ohio, that:

- A. The Board of Education of the Bradford Exempted Village School District hereby declares that the members of said body have examined the contents of the information and documents which have been prepared by the Chief Fiscal Officer of the Bradford Exempted Village School District for submission to the Miami County Budget Commission under the alternative tax document format provided by Section 5705.281 of the Ohio Revised Code for the fiscal year 2024, and that the Board of Education of the Bradford Exempted Village School District hereby approves the same; and
- B. The Board of Education of the Bradford Exempted Village School District hereby authorizes and directs the Chief Fiscal Officer of Bradford Exempted Village School District to submit such information and documents to the Miami County Budget Commission, and to take such other actions as may be reasonably necessary incident to said submission; and
- C. The Board of Education of the Bradford Exempted Village School District hereby finds and determines that all deliberations and actions related to the foregoing were affected in open and public session and in full compliance with Section 121.22 of the Ohio Revised Code, and otherwise as is provided by law.

Motion: Mr. Besecker; Second: Pastor Reindel

Mr. Drew	1	Pastor Reindel	1	Mr. Besecker	1	Mr. Munnell	1	Dr. Swabb	1
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***MOTION PASSED 5-0
RESOLUTION NO 101-2022***

OLD BUSINESS - None

NEW BUSINESS

Consent Items (items 1 through 16). All matters listed under the Consent Items are considered by the Board to be routine and will be enacted by the Board in one motion in the form listed below. Members of the Board, staff, or the public may request specific items to be removed from the Consent Items and be discussed and voted upon separately.

The Superintendent recommends approval of all Consent Agenda Items pending completion of all necessary requirements including certifications/licensure and successful completion of criminal background checks:

1. Resignations/Employment/Job Descriptions:

Create the position of Assistant Treasurer and approve the job description.

Employment - Supplemental - Supplemental Assignments - One (1) Year
Supplemental Contract for the 2022-2023 school year:

Cory Canan - Band/Music Director

Cindy Hoelscher-Fair - Ticket Taker

Crystal Yingst - Volunteer JH Girls Basketball Coach

Classified Personnel - Contract for the 2022-2023 school year:

Assistant Treasurer - **Tiffany Shively**

2. Recommend approval of a service agreement with Darke County ESC to reimburse Butler County ESC for audiology services at a rate of \$143.00 per hour.
3. Recommend approval of a service agreement with Darke County ESC to reimburse TeleTeachers for vision services at a rate of \$125/monthly & \$75.00 per hour.
4. Recommend approval of an annual maintenance agreement with Strategic Solutions SC View with Site License for 1/1/2023 - 12/31/2023 in the amount of \$10,906.12.
5. Recommend the purchase of a Manitowoc IDT0450A Ice Cube Machine to replace the unrepairable icemaker. This icemaker will be purchased with ESSERS funds due to the necessity of the health and welfare of staff and students. Multiple quotes were solicited and the purchase above represents the best and least expensive option which was \$4,681.00. Furthermore, since the ice maker has been deemed obsolete for the purposes of the school proper disposal will be taken which may be disposed of through means of recycling. The present value of the asset is only that which can be received from discarded metal.
6. Recommend approval of House Bill 110 providing \$65,773.85 to Bradford Exempted Village School District for a School Bus Purchase Program award.
7. Recommend approval of a contract with Darke County Educational Service Center for fiscal year 2022 for mental health services at \$90.00 per session for students at an estimated cost of \$30,000.00 (affirmation of bill paid on 06/21/2022 with check number 25634) and for fiscal year 2023 at \$95.00 per session for students at an estimated cost of \$15,000.00.
8. Recommend approval of an out-of-state bus trip for the HS Girls Basketball Team and possibly the JH Girls Basketball Team to travel to Indiana University Each to watch basketball game on January 21, 2023, departing at 11:15AM and returning at 7PM.

Tuesday, December 20, 2022

Page 8 of 14

9. Recommend working with Lifewise Academy for a character building program benefitting students in grades 1-2 for 30 minutes per week beginning in the fall of 2023.
10. Recommend approval of the 2023 annual membership dues with the Ohio School Board Association electing the annual OSBA Briefcase Electronic subscription in the amount of \$4,434.00.
11. Approve resolution to participate in the OSBA Legal Assistance Fund,

Whereas the Bradford Board of Education wishes to support the efforts of other boards of education to obtain favorable judicial decisions and,

Whereas, the Ohio School Boards Association Legal Assistance Fund has been established for this purpose,

Therefore, the Board hereby resolves to participate in the OSBA Legal Assistance Fund for calendar year 2023 and authorizes the treasurer to pay the Legal Assistance Fund \$250.00.
12. Recommend following the insurance recommendations for the repairs of bus #20, whereas the district received 2 quotes for repair ranging from \$3611.15 to \$10,545.76.
13. Set organizational meeting on January 10, 2023. Appoint president pro-tem **Pastor Reindel** and set compensation at current rate. Organizational meeting will be taking place at 6 pm and regular meeting will follow at or near 6:30 pm.
14. Recommend approving a contract with Dayton Area School Employment System (DASEC) membership for FY2023 in the amount of \$858.60.
15. Recommend authorizing the treasurer and superintendent to apply for the pre-approval process and grant for available funds through AES Ohio for the purpose of charging stations and infrastructure for the impending electric buses.
16. Recommend approval to move **Bethany Espich** to the Master's Plus column according to the negotiated agreement. New pay will go into effect January 1, 2023 (first pay of 2023).

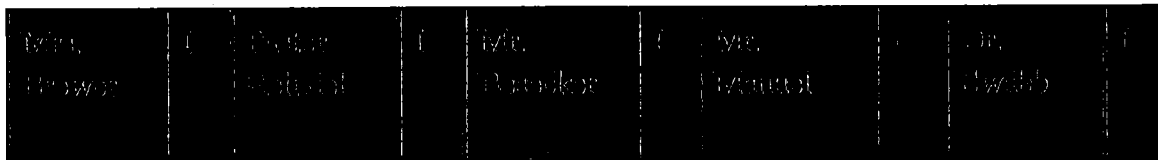
END OF CONSENT AGENDA

WHEREAS this Board has posted the above positions as being available to employees of the District who hold education licenses, and no such employees meeting all of the Board's qualifications have applied for, been offered, and accepted such positions, and

WHEREAS this Board then advertised these positions as being available to licensed individuals not employed by this District, and no such people meeting all of the Board's qualifications have applied for, been offered, and accepted such positions,

Be it **THEREFORE RESOLVED**, that the above non-licensed individuals be employed as noted.

Motion: Mrs. Brewer; Second: Mr. Manuel



MOTION PASSES 5-0
RESOLUTION NO 102-2022

The Superintendent recommends authorizing an agreement with the following contractors. For the projects named in the following resolutions:

Background:

- The Board previously identified a need to construct a track project. The district identified particular items previously bid in the track project which were at an excessive cost and rejected at the time of bidding or there was a failure to receive bids.
 - The Project is outside the scope of the competitive bidding requirements defined in ORC 3313.46, as it does not include an improvement to a school building.
 - The Superintendent solicited proposals from firms qualified to perform work on the Project,
 - The Superintendent recommends approval of the following proposals as listed in items 13-17.
17. Rescission of Resolution #082.2022 in which the board recommended approval with Dayton Fence Masters for fencing around the track not to exceed \$52,750.00 upon verification of the contract from legal counsel. Said contractor failed to provide a signed contract for the work and stated his reasons for withdraw was due to a family emergency. Therefore, nothing was consummated with vendor Dayton Fence Masters.
 18. Recommend approval of hiring Hess Fencing for placing fencing around track at a cost of \$51,250.00. This company will be replacing Dayton Fence Masters.
 19. Recommend contracting with Jon Flora Construction for construction of a Press box in the amount of \$93,000.00.

20. Recommend modification of scoreboard Resolution #089-2022, dated October 18, 2022, whereas a purchase of a new scoreboard for under \$50,000 was being pursued. After analysis and consultation, it was determined that the most effective expenditure for the District is as follows: The District will remove the present scoreboard located at the State Route 721 site, purchased in September 2013, and will make the following modifications and improvements to accentuate and modernize the scoreboard.

- Repainting the scoreboard in the amount not to exceed \$1,500.00 from a vendor yet to be selected
- Constructing the scoreboard header in the amount of \$3,500.00 plus shipping from Matt's Installations & Services
- Purchasing of play clocks in the amount of \$4,200.00 plus shipping from Griffin Sports Equipment
- Removal and installation of the scoreboard in the amount not to exceed \$1,000.00 from Jon Flora Construction
- Various incidentals not to exceed \$1,000.00

21. Recommend the purchase of a sound system upgrade, Two Community R.5-94Z12 Two-Way Full Range Loudspeakers with 2-Yoke Mounting Brackets from AVX Northwest in the amount of \$4,854.00. The technology director analyzed various proposals and found this to be the best and least expensive solution. This will be purchased with ESSERS funds as a communications tool for the school district.

Motion: Mr. Manuel; Second: Mr. Besecker

Mr. Brewer		Dr. Daniel		Mr. Besecker		Mr. Manuel		Dr. Givens	
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MOTION PASSES 5-0
RESOLUTION NO 103-2022

22. Recommend approval to hire the following substitute teacher for the 2022-2023 school year:

Maggie Manuel

Motion: Mr. Besecker; Second: Mrs. Brewer

Mr. Brewer		Dr. Daniel		Mr. Besecker		Mr. Manuel		Dr. Givens	
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MOTION PASSES 4-0
RESOLUTION NO 104-2022

23. Recommend that the Board approve the resolution to terminate service agreements with the Darke County Educational Service Center

Tuesday, December 20, 2022

WHEREAS, the Board has entered into certain service agreements with the Darke County Educational Service Center in accordance with O.R.C.3313.845 for Fiscal Year 2023; and

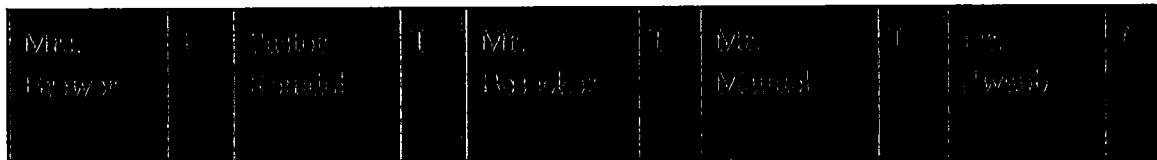
WHEREAS, the Board desires to terminate the service agreements, effective June 30, 2023, with the option to renegotiate such service agreements with the Darke County Educational Service Center or to contract with another educational service center.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Bradford Exempted Village Schools that the Board hereby determines and declares its intent to terminate the services agreements, effective June 30, 2023; and

BE IT FURTHER RESOLVED that the Board of Education authorizes and directs the Superintendent or Treasurer to provide the Darke County Educational Service Center Governing Board with written notice of the Board's intent to terminate the Agreement by January 1, 2023; and

BE IT FURTHER RESOLVED that the Board of Education authorizes the Superintendent and/or Treasurer to take the necessary actions to negotiate services agreements with the Darke County Educational Service Center or other educational service center as the Superintendent and Treasurer deem appropriate for services for Fiscal Year 2024, with the final contracts to be approved by the Board.

Motion: Pastor Reindel; Second: Mr. Manuel



MOTION PASSES 5-0
RESOLUTION NO 105-2022

SECOND AND FINAL READING FOR THE FOLLOWING NEOLA POLICIES:

Policies Recommended for the Board of Education (41.1 Fall 2022 Update)

- po1617
- po2413
- po2430
- po2431
- po3120.08
- po3217
- po4217
- po5111
- po5335
- po5336
- po5460.01
- po6700
- po7217
- po7440
- po7440.03 Legal citation change
- po8210

po8320
po8330
po8600

AG's Approved by the Superintendent (41.1 Fall 2022 Update)

ag5111
ag6700
ag7440.01
ag7440.03
ag8210
ag8320
ag8330

Motion: Mr. Besecker; Second: Mr. Manuel

Yes	Yes	Yes	Yes	Yes	Yes
No	No	No	No	No	No

MOTION PASSES 5-0
RESOLUTION NO 106-2022

ENTER EXECUTIVE SESSION (IF NECESSARY)

(G) (1) The appointment, employment, dismissal, discipline, promotion, demotion or compensation of an employee or official, or the investigation of charges or complaints against an employee, official, licensee or student requests a public hearing

(G) (2) The purchase of property for public purposes or the sale of property at competitive bidding

(G) (3) Conferences with the board's attorney to discuss matters which are the subject of pending or imminent court action

(G) (4) Preparing for, conducting, or reviewing negotiations or bargaining sessions with employees

(G) (5) Matters required to be kept confidential by federal law or rules or state statutes

(G) (6) Specialized details of off security arrangements

Motion: Mr. Besecker; Second: Mrs. Brewer

Mrs. Brewer	Mr. Besecker	Mr. Besecker	Mr. Manuel	Mr. Swabb
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ENTER EXECUTIVE SESSION at: 7:25 PM

EXIT EXECUTIVE SESSION at: 8:18 PM

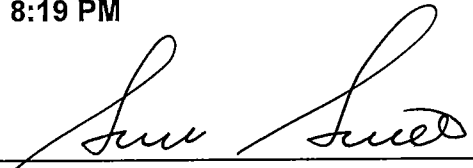
ADJOURNMENT

Motion: Mrs. Brewer; Second: Mr. Manuel

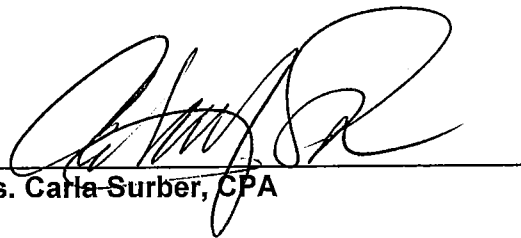
Mrs. Brewer	Mr. Besecker	Mr. Besecker	Mr. Manuel	Mr. Swabb
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MOTION PASSES 5-0

TIME: 8:19 PM



Dr. Scott Swabb



Mrs. Carla Surber, CPA