

**MINUTES OF THE BOARD OF DIRECTORS MEETING
OLYMPIA SCHOOL DISTRICT
April 22, 2002**

PUBLIC HEARING

The Olympia School District Board of Directors held a public hearing on the use of Initiative 728 funds for 2002-03 at 6:30 p.m., Monday, April 22, 2002, at Rogers Elementary School, 2001 26th Avenue NE, Olympia, Washington. Present were: President Parvinen, Directors Barclift, Keeffe, Lehman and McGee, and Superintendent Lahmann.

Assistant Superintendent for Educational Services Dr. Pam Farr presented an overview of the March 4 public forum, the use of I-728 funds during the 2001-02 school year and the plan for the 2002-03 school year. She said the maintenance of the K-4 class size reductions remains the top priority for the community, and the class size reduction for grades five through twelve reflects a high second priority. Director Keeffe asked if this presupposes the \$600,000 to \$1 million in cuts that may need to be made. Dr. Farr said yes. Superintendent Lahmann said the impact of the legislature is about \$480,000. He said that includes the reduction of the LID day. He said his proposal is to not lay off employee because of legislative decreases and is to maintain current class size.

President Parvinen asked if there was anyone in the audience who wished to speak about the use of I-728 funds. No one spoke.

President Parvinen closed the public hearing at 6:45 p.m.

REGULAR MEETING AGENDA

The regular meeting of the Board of Directors of the Olympia School District was called to order by President Parvinen at 7:00 p.m., Monday, April 22, 2002, at Rogers Elementary School, 2001 26th Avenue NE, Olympia, Washington. Present were: President Parvinen, Directors Barclift, Keeffe, Lehman and McGee, and Superintendent Lahmann.

Jill Colella led the flag salute.

MINUTES

DIRECTOR McGEE MOVED AND DIRECTOR BARCLIFT SECONDED APPROVAL OF THE MARCH 25, 2002, REGULAR MEETING MINUTES, AS PRESENTED. MOTION CARRIED.

**IDENTIFICATION OF AUDIENCE MEMBERS
WHO WISH TO SPEAK TO AGENDA ITEMS**

John Van Eenwyk asked to speak to Regular Agenda Item 1.2, Commercialism in Schools.

COMMUNITY COMMENT

Jennifer Meyer, Director of the After School Tutoring Program (ASTP), presented information on the program which provides support to sixth to eighth grade children and their families. The program is supported by the Lutheran Church of the Good Shepard but it is strictly a secular program. It is a free program offered to middle school students who are struggling in school, and serves the whole child by providing a safe, supervised place to be after school, with social/activity time and homework help and skill building activities. Currently, thirty students are being served twice a week. Over fifty volunteers serve the program with twenty-three Olympia High School Honor Society students participating. Director Keeffe asked if middle school counseling staff at the schools refer students to ASTP. Ms. Meyer said yes, as well as by word of mouth. Director Keeffe asked if the program has a limit. Ms. Meyer commented that there are only fifteen students per session. Director Keeffe asked if they have students on a waiting list. Jill Colella said yes. Director Keeffe thanked them for what they do for students. Gery Gerst said one need is to have textbooks from schools in order to help students with their homework, and it would be nice if the district had a spare textbook that could be left on site. Director Lehman asked about this being a secular program. Ms. Meyer said it is because the staff wanted a program that could be supported by the schools. She said they do not do any Bible study or try to convince people to come to the church. Director Lehman asked if there was an official relationship with the district. Ms. Meyer said no. Director Barclift asked about the textbook issue. Superintendent Lahmann said the district tries to cooperate with programs if there are extra textbooks.

ITEMS BROUGHT UP BY MEMBERS OF THE BOARD

Director Barclift asked if anyone could give the Board information on the Washington Education Association and the action being taken. Superintendent Lahmann said the only thing he is aware of is the possibility of a strike next school year. Director of Personnel Dr. Rick Wilson said he has not heard anything, but he would check and get back to the Board.

Director McGee said he, two other Board members, and Superintendent Lahmann attended the National School Board Conference (NSBA). He commented that he went to several workshops and general sessions. He said one session was about nutrition in schools and the work being done in California. Director McGee said he was impressed with Desmond Tutu, especially when Mr. Tutu commented that, even as a Nobel Laureate, he was unable to vote until he was 63 years old. He said his funniest moment was at a workshop on becoming a paperless school board. He commented that, at the end of the session, a woman next to him asked if there were any hand-outs.

Director Barclift commented that at NSBA there were lots of sessions where people could not get in. She said that NSBA personnel commented that two weeks following the conference information on the sessions would be on its their website.

President Parvinen said she made it to the public forum on the facilities. She said the Olympia School District Ad Hoc Citizens Facilities Advisory Committee did an outstanding job.

President Parvinen noted that, at the last Board meeting, a representative from the Earth Service Corps spoke about getting rid of English Ivy on district grounds. She asked if anyone had looked into this. Superintendent Lahmann said that, after the meeting, he asked Director of Facilities and Operations Bob Wolpert to look into this. Director Parvinen asked that Mr. Wolpert get back to the Board.

ACTION ON CONSENT AGENDA

With the addition of an additional Board Meeting Schedule date (May 6), and correction of a typo on a student travel request, **DIRECTOR BARCLIFT MOVED AND DIRECTOR McGEE SECONDED APPROVAL OF THE FOLLOWING CONSENT AGENDA ITEMS. MOTION CARRIED.**

1. **SCHOOL DIRECTORS**

1.1 **Board Meeting Schedule**

- Tuesday, April 23, 2002, 10:30 a.m., Meeting with Thurston County Commissioners, Thurston County Courthouse, 2000 Lakeridge Drive, Olympia, Washington.
- Monday, May 6, 2002, 6:00 p.m., Board Study Session on Strategic Plan III, Rogers Elementary School, 2001 26th Avenue NE, Olympia, Washington.
- Monday, May 13, 2002, 7:00 p.m., Regular Board Meeting, Rogers Elementary School, 2001 26th Avenue NE, Olympia, Washington.
- Tuesday, May 28, 2002, 7:00 p.m., Regular Board Meeting, Lincoln Elementary School, 213 21st Avenue SE, Olympia, Washington.

2. **CERTIFICATED PERSONNEL**

2.1 **Certificated Personnel Report**

Retirements

Carol Archer - Science/Chemistry at Capital High School, effective April 3, 2002.

Pat De Neui - Fitness/PE at Marshall Middle School, effective the end of the 2001-02 school year.

Marjorie Edlund - Librarian at Lincoln Elementary School, effective the end of the 2001-02 school year.

Colleen Riley - Seventh Grade Block at Jefferson Middle School, effective the end of the 2001-02 school year.

Resignations

Margaret Hellberg - Assistant Principal at Olympia High School, effective April 6, 2002.

Tiffanie Henderson - School Nurse, Itinerant out of Curriculum Office, effective the end of the 2001-02 school year.

Leaves of Absence

Catherine Amos - Infant/Toddler Teacher at L.P. Brown Elementary School, a .40 FTE leave of absence the first trimester of the 2002-03 school year.

Diana Berglund - Grade Two at Roosevelt Elementary School, a one-year-only .50 FTE leave of absence (from 1.0 to .50) effective the 2002-03 school year.

Suzanne Grimm - Grade One at McKenny Elementary School, a one-year-only full time (.50 FTE) leave of absence effective the 2002-03 school year.

Dana Woods - Grades Two and Three at Boston Harbor Elementary School, a one-year-only 1.0 FTE leave of absence effective the 2002-03 school year.

Increase in Contract

John Hanby - English and Science at Capital High School, a .073 FTE increase (from .80 to 1.0) in contract effective the third trimester of the 2002-03 school year.

2.1 Certificated Personnel Report

Reduction in Contract

Laura Mondau - Science at Capital High School, a continuing .40 FTE reduction in contract (from 1.0 to .60) effective the 2002-03 school year.

New Contract

Soosi Day - Infant/Toddler Teacher at L.P. Brown Elementary School, a .40 FTE contract effective April 1 through June 19, 2002.

2.2 Executive Session

An Executive Session was held for personnel, legal and real estate matters.

3. CLASSIFIED PERSONNEL

3.1 Classified Personnel Report

The Board approved the Classified Personnel Report for April as submitted.

4. PUPILS AND SCHOOL PROGRAMS

4.1 Instructional Materials

The Board received a list of instructional materials for study.

4.2 Student Travel Requests

Capital High School student Max Postman placed first in U.S. Extemp at the Western Washington District qualifying tournament and is eligible for competition at the National Speech and Debate tournament June 16-22, 2002, in Charlotte, North Carolina. Capital High School staff request that the Board match the contribution of the \$664.47 made by the Capital High School Associated Student Body as provided for in Policy No. 6155.1.

Board approval is requested for an overnight field trip for 12-20 Olympia High School students to travel to Pullman, Washington, April 25-27, 2002, for the Cougar Invitational Track and Field Meet.

Board approval is requested for an overnight field trip for five Capital High School students to travel to Burlington, Washington, May 2-4, 2002, for the Bill Egbers Invitational Golf Tournament.

Board approval is requested for an overnight field trip for 52 Reeves Middle School Alki Program students to travel to Camp Long in the Seattle, Washington, area, May 8-10, 2002, for naturalist activities.

Greg Santora, Capital High School boys golf coach, requested approval to take six Capital High School students to Yakima, Washington, April 16-18, 2002, for a boys golf team non-league match. Superintendent Lahmann approved the travel in accordance with Policy No. 6153.

4.3 Approval of Facility Equipment Usage for Summer Sports Camp

The Board approved the use of district facilities and equipment by the Capital and Olympia High School athletic programs for sports camps during the summer of 2002.

8. FINANCES

8.1 Approval of Vouchers

The Board approved General Fund Voucher 115276 in the amount of \$18,344.80, General Fund Vouchers 115277 through 115711 in the amount of \$645,947.43, General Fund Voucher 115712 in the amount of \$500.00, Capital Projects Fund Vouchers 6542 through 6570 in the amount of \$390,656.07, and ASB Fund Vouchers 22025 through 22129 in the amount of \$71,455.15, dated April 22, 2002, and warrants were issued in their payment.

8.2 Financial Reports

The Board received the March 2002 Revenue and Expenditure Reports for the General, Debt Service, Capital Projects, ASB and Transportation Vehicle Funds.

8.3 Mitigation Agreement - Forest Shores Estates

The Board approved a voluntary school mitigation agreement for the development of Forest Shores Estates.

8.4 Approval of Facilities Use Request

The Board approved a facility use request for the Church of the Living Water to use Olympia High School for adult and youth church services.

REGULAR AGENDA

1. SCHOOL DIRECTORS

1.1 Policy No. 6161, Instructional Materials

Assistant Superintendent for Educational Services Dr. Pam Farr reported on proposed changes to Policy No. 6161 and Procedure No. 6161P related to reconsideration of instructional materials. She commented that changes were reviewed with the Superintendent's Cabinet members and the Instructional Materials Committee (IMC). Proposed policy changes include the recommendation that references to citizen access to instructional materials be incorporated into policy, and that a consultation with school staff be done prior to submission of formal reconsideration requests. Proposed procedure changes include enhancements to the IMC adoption and reconsideration request forms, and specific parameters for hearings and appeals (for example: time limits, recording of the proceedings, distribution of materials, etc.). Dr. Farr indicated the IMC discussion about interaction by the Board with individuals testifying brought up the following issues: unfair time advantage for some speakers, appearance of bias or "leading" questions, intimidation of speakers who may feel uncomfortable respond to questions posed by Board members. Believing that interaction with citizens in the form of clarifying questions is critical for the Board to effectively perform its duties, the IMC recommends, to the extent possible, limit interaction to clarifying questions only, maintain equitable time limits for all speakers, and use time at the conclusion of the hearing for general Board member remarks. Next steps in considering the proposed policy and procedure changes include feedback from the Board and building administrators, first and second readings in May, and implementation in the fall.

1.1 Policy No. 6161, Instructional Materials (continued)

Director Lehman asked how many petitions the administration sees in an average year. Dr. Farr said none; there have been two this year but none before that. Director Lehman said it seems like a lot of time spent on something so rare. Dr. Farr said it was felt that this might not be so rare in the future. Director Lehman said the streamlining of the policy and procedures make a lot of sense, that it may alleviate the need to have a public hearing. Director Lehman said he felt that the proposed changes limit the Board's opportunity to interact, and the Board needs this opportunity. Dr. Farr said nothing in the policy or procedures limit how the Board interacts. Director McGee said he would like to get the opinions of the building administrators. He also commented that the Board does not approve procedures, just policies. He said the Board may need to have its own conversations on this. Superintendent Lahmann agreed, and that is why it was brought the Board to look at.

1.2 Commercialism in Schools

Director of Communications Shelley Carr presented information on commercialism in Olympia School District schools. She said that, in doing her research, building community relationships kept coming up in such things as both Strategic Plan I and Strategic Plan II. She commented that the issue of commercialism in schools has been looked at nationally resulting from such factors as seeing educational management corporations taking over schools, corporations seeing students as consumers, and nutritional factors. Ms. Carr reviewed the information the Board had already received including the public forum, comments, school surveys, policies and research. She said, at this point, recommendations include continuing to explore how to clarify and establish parameters for a policy on advertisement in schools.

John Van Eenwyk thanked the Board for allowing him to comment. He said that, as a clinical psychologist, he is very aware of how advertisers sell products. He said advertisements create discontent with who a person is and what the product can do to help that person. He said advertising in schools can be a very insidious undertaking. He said that, if there has to be advertising in schools to some degree, this could be an opportunity to teach students how advertising seeks to change them. He commented that it is possible to implement studies about how the media tries to get students to purchase products. Director Lehman asked Mr. Van Eenwyk if there is a level at which the education should start, or should it start in grade one. Mr. Van Eenwyk said it should start in grade one because cartoon characters on television are being advertised. Director Lehman said it felt like Mr. Van Eenwyk is not so uncomfortable with advertising as long as there are lessons to be learned. Mr. Van Eenwyk said that Ms. Carr's presentation helped him realize that there is less advertising in the schools than he thought, but he felt this is an opportunity to educate students about how advertising in schools is an attempt to get students to be happy with who they are and with what they have.

Director Lehman said there were issues raised at the forum which were of value. One was what priority this should be given, and he felt it fits in with other issues the Board has dealt with. He commented that he was troubled with what a teacher said. The teacher was opposed to the Board even looking into this issue. Director Lehman said he felt this is a tremendous opportunity to educate students. He said there a couple of things that did not get said. First, he did not hear anyone challenge whether extracurricular activities were necessary. Second, he said the district is a public institution. He commented that the State Capitol building has no commercial messages, and the district must hold its spaces to higher standards. He said students are supposed to be taught critical thinking, and schools are supposed to be a market-

1.2 Commercialism in Schools (continued)

place of ideas. He commented that advertisements dull students. He said someone stated that the district should trust students to make their own decisions. He said children under eighteen are incapable of knowing right versus wrong. He said the district does not allow them to smoke, drink alcohol or take drugs. He said there should be criteria for what gets into the schools. He said there should be community and local business involvement in the schools. He said the question is how and under what circumstances. He strongly endorsed school districts around the country who have found creative ways to raise money. He said no one disagrees that the district needs the money, but he felt the district has been lulled into complacency. He said he has a proposed plan including exploring commercialism in the schools, taking about six months in order to be ready for the next academic school year. He felt the district should develop a model process to research what is being done and utilize the process as a learning experience. He said that, at the end of the six months, the Board should pass a policy that promotes critical thinking, have a model school project, and have a curriculum piece. Director Lehman also felt the Board could consider hiring a consultant who is experienced in raising funds in an educational environment. He said there needs to be consistent fact-based research and analysis.

Director Keeffe said one issue is the money, a fairly substantial amount, that is not coming from any other area, and is an important piece of revenue. He said it is important to keep a perspective on what is being talked about. He said there are lot of horror stories "out there", and Olympia School District is not a horror story. He said the reality is that there is not a lot of advertising in the buildings. Director Keeffe commented that things such as Campbell Soup labels are not a big issue, that a bigger issue is computers. He noted that everything from pencils to clothing are a form of advertising. He said that the elementary and middle schools do not have a lot of advertising. There is more at the high schools. Director Keeffe commented that he still did not see a lot of advertising at the high schools as he walked down the halls, that the biggest thing he noted is the Coke and Pepsi machines. He said the baseball field has advertising on boards around it, but not a whole lot of people go to the baseball games. He said when he looks at the programs for the football games, he does not look at the advertising, he looks at who is playing and when the next games are. He said people on the career and technical education committees have been asked to participate in the district's schools, and the district has asked a lot of the business community. Director Keeffe commented that the issue of corporate predators was brought up at the forum. He said people who come into the schools are parents of students in schools, that they are not corporate predators. He said that the district does need to make sure that what is happening with students and that it does not get out of hand. Director Keeffe commented that the Board needs to make sure that policy makes the process clear as to what is, or is not, going to be allowed. He agreed with Director Lehman about the timeline. He said if the district can get more money from other sources, that would be wonderful, but the district still needs to be partners with the community. He said he felt the district is in a good position, but just does not have a policy that reflects the situation.

Director McGee said he was one of the people who made a comment about the priority of this issue. He said he was thinking of all of the work that staff has done. He said this is an area of interest for a lot of people, and he has noticed that there are a lot of assumptions about what is going on. He commented that people are reacting to national stories rather than what is going on locally. Director McGee said the Board does need to build a new set of policies. He said an area of concern is keeping commercial influences away from curriculum materials and the classrooms. He wondered if the district has policies about health in schools. He said he did not

1.2 Commercialism in Schools (continued)

see a ban on pop machines as viable. Director McGee noted that this is an opportunity to educate students about health and nutrition. He said some people in the local business community have been antagonized. He said the district needs to do a better job of explaining what this is about. He said people need to know the amount of shortfall the district would be dealing with if the partnerships were gone.

Director Barclift said she heard a lot of issues raised at the forum which did not deal with commercialism. She said the Board must decide what it is pursuing. She said she sees nutrition as a separate issue. She commented that there is some cross over, but they are two different issues. She said in her household, they discuss and analyze commercials, and that her children are not buying something because of the maker. She said that the Girl Scouts found that, if they asked for donations, they made more money if that gave something back in return. She said she waits until the fall to buy magazines because that is a substantial fundraiser for middle schools. She commented that the PTA has been targeted for advertising in the schools. She said she has personally lobbied legislators about education issues including not fully funding education. The reality is that school districts will not get all they want from the government. She said the message districts are sending to legislators is that we are survivors, that districts need more but can work with what they get. She said local donors are not exploiting children, and she feels they need recognition. She said corporations see children as valuable consumers, which is a big issue in Canada as well. She commended previous Board members for not buying into Channel 1. She said the Arts Walk is an educational opportunity, and that the Arts Walk promotional material included advertising. She felt the district needs to memorialize what it is doing. She said she felt that, at this point, she could make a decision on what and what not to do. She said the district has not sold its soul. She said she does not feel this needs to be rushed through.

Director Keeffe said he agreed with Director McGee. He said that the district needs to start educating children at an early level as to how the media works. He commented that media literacy is a big piece. President Parvinen commented about the model school and six-month time frame suggested by Director Lehman. She said that in about three months, the schools will be on summer break. She asked how he would develop a model school to work on policy. Director Lehman said he knows of one principal who is interested in being a model school, but he is not sure what that means. He said there is a grant available to give funds to a school that is willing to come up with a process for dealing with commercialism in the schools. He said there is no science to the six month number. He said some of the work does not need to be done while school is in session. Director Lehman said he strongly believes that the Board needs to wait until it has more information before drafting a policy. President Parvinen said some of the policies Shelley Carr found would be a great starting point. She said the Board could take what it has heard to mold a policy. She said the district has some good things going on but that does not mean it cannot be better. She said Director Lehman suggested hiring a consultant to look at creative fundraising, and asked at what point does the Board decide what is working and when to hire a consultant. Director Lehman said no one had commented about fundraising, that the debate seemed to be what the district is doing is okay. He said he felt it would be appropriate to do some checking. He felt policies need to be done first. President Parvinen said she found that, having worked her way up with the PTA and having students involved in extracurricular activities, there are a lot of creative ideas out in the district. She said she does not want to discount what is being done. Director Lehman said this might be an opportunity for the Educational Foundation to raise funds. Superintendent Lahmann said the

1.2 Commercialism in Schools (continued)

foundation is looking at going to the next level. President Parvinen said the foundation has explicit ideas of where the money is going to go. She also commented that this is a busy time of year because of work with the Futures Team, the Budget Advisory Committee and the Facilities Committee and that is why she brought up the priority issue. Director McGee said that, maybe by the next Board meeting, the administration could give the Board a realistic amount of time for developing a policy, and also what the related costs might be. He said the range for policies runs from short-term to visionary. Director Barclift said the Board also needs to make a decision on nutrition. Director McGee said that, in the absence of Jeff Carpenter, Paul Flock and their staffs, he is not ready to go there. He said he felt the district needs to do something, but he is not ready to make a decision about this until he hears from people involved. Director Barclift said she wanted to reaffirm that she sees nutrition as a separate issue to be dealt with at another time. She said she does not want to launch into this area now, given the number of significant issues we have on our plate at the present** and she wants to make sure that what the Board is talking about is commercialism. Director Lehman said he did not believe he is talking about policy, but wants to get ideas from food services. He said that, clearly, Coke and Pepsi is an issue of health. He said most model policies have nutrition as a separate issue. Director Keeffe said nutrition is an important piece, and the Board has to make sure students have healthy options. He said he would like to know more about the options available. Superintendent Lahmann said he would like to wait until the second meeting in May to discuss the timelines for policy development if it was okay with the Board. The Board agreed. *amended per 5/13/02 meeting.

8. FINANCES

8.1 Savings from Closure of John Rogers Elementary School

Assistant Superintendent for Human and Financial Resources John Nugent presented a report on the savings from the closure of John Rogers Elementary School. He said the projected first year gross savings amounted to \$230,409, projected additional savings amounted to \$70,255, and projected transition costs amounted to \$26,697. Director McGee commented that even if the administration took the most conservative approach, the district saved at least \$170,000. Director Lehman asked how the administration assumed Rogers will be used after the staff moves back to the Knox Center. Mr. Nugent said it will be a self-supporting use of some kind. Superintendent Lahmann said he has had conversation with the Educational Service District about Rogers being used by Head Start and ECEAP. He said the district would lease the building to them, and it would be self sufficient. He said there is also some interest at the state level in developing a center for a variety of opportunities. Director Lehman asked if the use of Rogers is on the Facilities Committee agenda. Superintendent Lahmann said he would check with Bob Wolpert.

9. Items Brought Up by Persons Present

Gretchen Steiger said she has a two-year old and a ten-year old, and she has noticed that advertising has changed since her ten-year old was two. She said there are commercial brands on bottles, clothes, etc. She said her son learned math using Red Wind Casino cards in class. She said students read and get coupons for, and their teachers serve them at, McDonalds. She said students learn to count with Burger King coins. She encouraged the Board to look at this type of commercialism.

10. Board Member Comments

Director Barclift said that she would like a presentation on what has been found out about the issue of e-mails between Board members.

Director Barclift commented that at 7:00 p.m. on Tuesday a group called "Free Skool" is doing a presentation on education in the community. She said she is planning on attending.

Director Barclift said the Transportation Department might want to make sure they have alternate routes for buses if their regular routes are interrupted due to May Day activities.

Director Barclift asked about the issue of a student on the Board. Superintendent Lahmann said he asked for information from the National School Board Association. He said the NSBA has a lot of information and he will try to condense it for the Board. Director Parvinen said, in some school districts, students are elected to be on the Board by the middle and high school students in the district. She said the students have to run, the schools had a convention to nominate students, the top two students have to make an appearance at the schools, and then there is a districtwide election. The Board members liked that idea.

Superintendent Lahmann said that, on the consent agenda, the Board approved Margaret Hellberg's resignation. He said she was on leave this year from her Assistant Principal position at Olympia High School. He said it was a tough decision for Ms. Hellberg and she has been a valuable employee in the district for many years.

Superintendent Lahmann said interviews for the Capital High School principal position will be held on April 30 and May 1. He said the Olympia High School principal position closed today and interviews will be held on May 7 and 8, and the McLane principal candidates will be interviewed on May 15 and 16. He said the Deputy Superintendent position closes on May 13 and interviews will be held on May 23 and 24. He commented that he hoped to ask for Board approval of the Capital and Olympia High School principal candidates at the first Board meeting in May, and the McLane principal candidate and Deputy Superintendent at the second Board meeting in May.

The Board recessed into Executive Session at 9:55 p.m.

The Board reconvened at 10:13 p.m.

12. Action as a Result of Executive Session

DIRECTOR KEEFFE MOVED AND DIRECTOR BARCLIFT SECONDED APPROVAL OF THE OLYMPIA EDUCATION OFFICE PROFESSIONALS ASSOCIATION BARGAINING AGREEMENT AS RATIFIED BY THE ASSOCIATION. MOTION CARRIED.

The Board adjourned at 10:15 p.m.

Respectfully submitted,

Secretary

President