

Portage County Board of Developmental Disabilities

2606 Brady Lake Road
Ravenna, Ohio 44266

February 15, 2017
Regular Meeting
Dennis M. Coble Administration Building

MINUTES

At 5:00pm—Commissioner Vickie Kline gave the *Oath of Office* to Portage County Board of Commissioners new appointee: *Carol J. Fruscella*

President Ralph Kletzien called the regular meeting to order at 5:02pm.

Board Members present by Roll Call:

Kelly, Butler, Carol Fruscella, John Gargan, Ralph Kletzien, Cheri Michael, Timothy Moran, Michelle Sahr

A quorum is present.

Administrative Staff Present (absences noted by Superintendent)

O. Nagi, Supt, G. Brown, M. Condos, D. Cotton, J. Kreiner, L. Leslie, J. Nichols, B. Puleo, G. Slapnicker, G. Smith, K. Sumwalt, T. Torch, J. Vennetti, J. Weaver

Excused: K. Smith

Guests present: Vickie Kline, Portage County Commissioner; Sabrina Christian Bennett, Portage County Commissioner; Jim Chandler, grandparent; Bonnie Taylor, Robin Howard, parent/Parent Mentor, Field School District;; Ron Habowski, ESQ., Labor Consultant; Joseph Bica, Edgewood; Mark Frisone, Family and Community Services; Vince Sidoti, Ryan Moore, Roger—Phi Sigma Kappa Staff: J. Fetterolf; D. Gordon; N. Nadasky; J. Salvatori; C. Saunders; J. Schumm; K. Vechiarelli; C. West

Phi Sigma Kappa representatives informed the Board of their fund raising event for Special Olympics—*Knockin' Pins with Olympians* to held Friday, February 24, 2017, at Twin Star Lanes

Public Comment: Jennifer Schumm, PCEADD, Unit B, President, deferred comments to Christina West, Service and Support Administrator, informed the Board the Service and Support Administrators are the primary point of coordination and mentioned other county boards and local school districts have settled their contracts with raises to their staff as well as Unit A and OAPSE received increase in pay; congratulated the Superintendent on his raise in pay.

Board President Kletzien responded to the Public Comment at the January 2017 Regular Meeting

Public Comment:

- Omar's salary increase—Board discussed it again, made no changes to prior decision. We conducted a comprehensive evaluation with him and met face to face to discuss. Omar was hired in Fall 2014 and had not had a salary adjustment since his hire date. We feel that his accomplishments since he was hired justified this modest increase. We reviewed salaries of other superintendents in the State. We reviewed salary scales and adjustments for most of the other DD employees, which on average exceed Omar's percentage adjustment. Omar's salary is at or slightly below the median for other superintendents. This increase is below inflation for this time period. In review of his results, we recognized his efforts to keep expenses in line, to bringing about transitions at both Happy Day and Portage Industries and his efforts to improve his communication skills. We continue to feel a 2.5 % increase is appropriate, which amounts to less than a net of \$200 per month.
- We have not discussed as a Board the question of the contract with F&CS regarding Early Intervention contract. The concerns expressed are being referred to a Board Committee to discuss.
- Regarding a list of transportation providers, it is my understanding that a list of the providers is on the DD web site.
- As you will re-call, a task force was initiated in 2016 to discuss the Happy Day issues. It included representatives from the DD Board and Administration, three School Superintendents, and two parents. After two meetings, the School Superintendents contracted with a consultant to represent them. Those consultants recommended that a facilitator be hired to lead the Task Force. The County Commissioners became involved and agreed to retain the facilitator. Over the last several months that individual has met with multiple entities and he recent weeks has had verbal conversation with most of this entities. The DD Superintendent and Board President intend to meet with him in March. It is my understanding that he does not intent to issue a written report.
- Because of the how lengthy this topic has taken, and our uncertainly of what help the facilitators comments might provide, the superintendent's consultant, Mr. Joe Bica, has initiated two meetings so far with himself, the Superintendent's representative, Superintendent Andrew Hawkins from the Rootstown Local School District, and Superintendent Nagi and myself.
 - The topics are these meetings so far have been the
 - interagency agreement,
 - the plans for Happy Day during the 2017-2018 school year and beyond. The issue here is whether we can accommodate the potential demand in the current three classrooms,
 - Communications between Happy Day and the public schools,
 - A proposal from Cuyahoga County ESC to take over the running of the school,
 - Language in the levy documents where Happy Day and Portage Industries are named and what the intent of that wording really is.
 - We are continuing to talk about all of these issues and hope to have a clear answer regarding Happy Day for the next school year soon.
- Lastly, I have asked that the Board Committees become much more active in the review of issues pertinent to that Committee before issues come to the full Board for further discussion and action.

Thank you for the opportunity to share this with you.

Adopted a motion to approve minutes from January 18, 2017 Organizational Meeting

Motion by T. Moran
Second by K. Butler
Motion carried by voice vote

Adopted a motion to approve minutes from January 18, 2017 Regular Meeting

Motion by J. Gargan
Second by T. Moran
Motion carried by voice vote

Motioned to approve the agenda for February 15, 2017 as presented at table.

Motion by C. Michael
Second by T. Moran
Motion carried by voice vote

Contracts approved by Superintendent per Policy 2.01 Section 6: *purchases necessary to meet operations needs not in excess of the competitive bidding limit set by \$307.86 of the ORC*

1. no contracts approved

Motion for the Ratification of the January 2017 Invoice Payments as authorized by the Superintendent

Motion by C. Michael
Second by J. Gargan
Motion carried by voice voter

Motion for the Acceptance of the January 31, 2017 Financial Report

Motion by T. Moran
Second by K. Butler
Motion carried by voice vote

Motioned to approve Resolution 17-02-01 Acceptance of Gifts, Memorials, Grants, and Donations for the Month of January 2017 in the amount of \$211.55

RESOLUTION 17-02-01

ACCEPTANCE OF GIFTS, MEMORIALS, GRANTS, AND DONATIONS FOR THE MONTH OF JANUARY 2017

WHEREAS, the Portage County Board of Developmental Disabilities has received, gifts, memorials, grants and donations during the month of January 2017 as specified

below: and

To:	From:	
Happy Day School	Box Tops for Education	119.90
	Donations from Toy Sale	91.65
Total		211.55

WHEREAS, Board Policy 1.17 requires that all gifts, memorials and donations valued at more than twenty-five dollars (\$25.00) be reported to the Board at each regular meeting; and

WHEREAS, Policy 1.17 further requires the Board to accept or reject such gifts, memorials, donations, and grants by resolution with a roll call; now; therefore be it

RESOLVED, the Portage County Board of Developmental Disabilities accepts with appreciation the aforementioned named gifts, memorials, grants and donations

Submitted by: Omar Nagi, Superintendent, & Diane Cotton, Director Business Management

The resolution was moved by **Carol J. Fruscella** seconded by **Kelly Butler**

It is found and determined that all formal actions of the Portage County Board of Developmental Disabilities concerning and relative to the adoption of this resolution were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

The aforesaid resolution having been put to a roll call vote, the result of which is as follows:

Kelly Butler,	aye	Carol J. Fruscella	aye
John Gargan,	aye	Cheri Michael,	aye
Timothy Moran,	aye	Michelle Sahr,	aye
		Ralph Kletzien,	aye

CERTIFICATION

I, Beverly Puleo, Assistant to the Superintendent, for the Portage County Board of Developmental Disabilities, do hereby certify that the aforesaid motion was duly adopted at a regular meeting held on **February 15, 2017**, and an accurate copy of said resolution may be located in the official minutes of the Board.



 Beverly Puleo, Assistant to the Superintendent

Motioned to approve Resolution 17-02-02 Request to Modify the Fiscal Year 2017 Appropriation Budget as approved by the Portage County Board of Developmental Disabilities

per Resolution 16-05-02

RESOLUTION 17-02-02

REQUEST TO MODIFY THE FISCAL YEAR 2017 APPROPRIATION BUDGET AS APPROVED BY THE PORTAGE COUNTY BOARD OF DEVELOPMENTAL DISABILITIES PER RESOLUTION 16-05-02

WHEREAS, in accordance with Ohio Revised Code (hereinafter ORC) §5126.05(A)(5), the Portage County Board of Developmental Disabilities hereinafter Board) shall adopt a budget, authorize expenditures for the purposes specified in chapter 5126, and do so in accordance with §319.16 of the ORC; and

WHEREAS, the Superintendent and the Director of Business Management herein request that the Board authorize the modification of the fiscal year 2017 appropriation budget due to revised expenditure projections; now, therefore, be it

RESOLVED, that the Board does hereby approve and authorize a modification to the Fiscal Year 2017 Appropriation Budget by a decrease in the amount of one million, four hundred forty-five thousand, five hundred five dollars (\$1,445,505), with the modified amounts shown in the table below for a total Fiscal Year 2017 Appropriation Budget amount of twenty-two million, six hundred one thousand, eight hundred dollars (\$22,601,800); and be it further

Account Number	Description	Budget	Modification	Modified Amount
Fund 1340	<i>DD Operating Fund</i>	\$23,810,305	(\$1,539,105)	\$22,271,200
Fund 1343	<i>IDEA Part B Grant</i>	\$42,000	\$18,600	\$60,600
Fund 4100	<i>Capital Fund</i>	\$150,000	\$75,000	\$225,000
Fund 8104	<i>Gift/Donation Fund</i>	\$45,000	\$0	\$45,000
	<i>TOTAL ALL FUNDS</i>	<i>\$24,047,305</i>	<i>(\$1,445,505)</i>	<i>\$22,601,800</i>

RESOLVED, that the Board herein requests that the Portage County Budget Commission so modify the county funds as detailed in this table; and be it further

RESOLVED, that in accordance with ORC § 319.16 and 5126.0220, the Board hereby authorizes the Superintendent to direct the Portage County Auditor to encumber funds and pay Board obligations in accordance with the Board's approved Appropriation Budget as detailed in this resolution; and be it further

RESOLVED that the Board hereby gives the Superintendent the authority to modify appropriation line items within any of the modified fund accounts listed in the

Table above during fiscal year 2017 as revenues and needs change.

Submitted by: Omar Nagi, Superintendent, & Diane Cotton, Director of Business Management

The resolution was moved by **Timothy Moran** and seconded by **Cheri Michael**

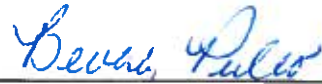
It is found and determined that all formal actions of the Portage County Board of Developmental Disabilities concerning and relative to the adoption of this resolution were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

The aforesaid resolution having been put to a roll call vote, the result of which is as follows:

Kelly Butler,	aye	Carol J. Fruscella,	aye
John Gargan,	aye	Cheri Michael,	aye
Timothy Moran,	aye	Michelle Sahr,	aye
		Ralph Kletzien,	aye

CERTIFICATION

I, Beverly Puleo, Assistant to the Superintendent, for the Portage county Board of Developmental Disabilities, do hereby certify that the aforesaid motion was duly adopted at a regular meeting held on **February 15, 2017**, and an accurate copy of said resolution may be located in the official minutes of the Board.



Beverly Puleo
Beverly Puleo, Assistant to the Superintendent

Motioned to approved Resolution 17-02-03 Approval To Enter Into A Contract With The Akron Area YMCA Rotary Camp, 501(C) not for-profit corporation, 4460 Rex Lake Drive, Akron, Oh 44319 for the operation of a Summer Recreation Camp at Happy Day School for the period June 12, 2017 through July 28, 2017 in an amount not to exceed One Hundred Thirty-one Thousand, Seven Hundred Sixty Dollars (\$131,760.00) to serve up to seventy-two campers which reflects a .4% decrease from 2016 contract

RESOLUTION 17-02-03

APPROVAL TO ENTER INTO A CONTRACT WITH THE AKRON AREA YMCA/ROTARY CAMP, 501(C) NOT FOR-PROFIT CORPORATION, 4460 REX LAKE DRIVE, AKRON, OH 44319 FOR THE OPERATION OF A SUMMER RECREATION CAMP AT HAPPY DAY SCHOOL FOR THE PERIOD JUNE 12, 2017 THROUGH JULY 28, 2017 IN AN AMOUNT NOT TO EXCEED ONE HUNDRED THIRTY-ONE THOUSAND, SEVEN HUNDRED SIXTY DOLLARS (\$131,760.00)

WHEREAS, the Portage County Board of Developmental Disabilities (hereinafter Board) is desirous of providing the opportunity for a summer recreation day camp for children eligible for Board services, during the months of June and July 2017 at

Happy Day School; and

WHEREAS, monies have been budgeted in Fund 1340 of the 2017 Appropriations Budget for the provision of the 2017 Summer Recreation Day Camp Program; and

WHEREAS, the Akron Area YMCA/Rotary Camp, a 501(c)(3) not-for-profit corporation, 4460 Rex Lake Drive, Akron, OH 44319 (hereinafter Provider), has operated a very successful day camp program for the Board since 2009, and is desirous of again entering into an agreement with the Board for the operation of a summer recreation program at Happy Day School; now therefore be it

RESOLVED, that the Board hereby approves and authorizes the Superintendent to enter into a contract with the Provider for the operation of a summer recreation camp at Happy Day School for the period of June 12, 2017 through July 28, 2017 serving up to seventy-two ((72) Board-eligible children at three hundred-five dollars (\$305.00) per week in an amount not to exceed one hundred thirty-one thousand, seven hundred sixty dollars (\$131,760.00); and be it further

RESOLVED, that the Superintendent or his/her designee is hereby authorized to take any and all actions to carry out this resolution.

Submitted by: Omar Nagi, Superintendent; Diane Cotton, Director of Business Management; Jan Kreiner, Director of Education and Child Development

The resolution was moved by **Cheri Michael** and seconded by **Kelly Butler**

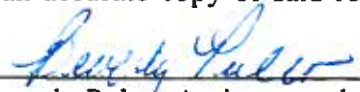
It is found and determined that all formal actions of the Portage County Board of Developmental Disabilities concerning and relative to the adoption of this resolution were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

The aforesaid resolution having been put to a roll call vote, the result of which is as follows:

Kelly Butler,	aye	Carol J. Fruscella,	aye
John Gargan,	aye	Cheri Michael,	aye
Timothy Moran	aye	Michelle Sahr,	aye
		Ralph Kletzien,	aye

CERTIFICATION

I, Beverly Puleo, Assistant to the Superintendent, for the Portage County Board of Developmental Disabilities, do hereby certify that the aforesaid motion was duly adopted at a regular meeting held on **February 15, 2017**, and an accurate copy of said resolution may be located in the official minutes of the Board.


Beverly Puleo, Assistant to the Superintendent

No committee reports for the month.

Reviewed January 2017 Management Reports—Investigative Agents; Technology, Children's Services

- Kim Sumwalt, Investigative Agent, reviewed the 2016 Annual MUI Analysis; 347 reports met the criteria for MUI compared to 363 reports in 2015 and 306 reports in 2014. This is a four percent (4%) decrease in total MUI reports for 2016; thirteen (13) of MUI reports from county board programs.
- Gary Slapnick, HIPAA and Information Technology Manager, reviewed Technology report—The kiosks used at Portage Industries (Adult Services) for Medicaid billing documentation will no longer supported by the manufacturer later this year; Envisage Group, Inc. and Gary have been setting up repurposed older laptops that can be used for entering this Medicaid billing information; one of these laptops has been deployed with direct care staff for testing; WiFi hotspots have been deployed to Early Intervention and Service and Support Administration to improve security and enhance remote record keeping abilities; both departments have been trained on these devices and have been receiving positive feedback from staff.
- Jan Kreiner, Director of Education and Child Development, reported the Inclusion Activities have expanded to Four 4 Paws, and knitting projects, both opportunities with KSU; in the near future our students may have the opportunity to be making tags for the knitted items; working with OOD for collaboration; S.M.I.L.E. continues at KSU; field trips to appropriate activities at the LEAs continues; the Early Intervention PSP model training is almost finished; the health and wellness policy is being reviewed in order to be in compliance with new USDA guidelines; and the lunch program will be reviewed by ODE in March.

Reviewed January 2017 Personnel Report:**Recap of Personnel Actions for January 2017:**

- As of January 31, 2017, there were 159 employees including seven (7) intermittent positions and six (6) vacancies.
- There are three (3) permanent Part-Time employees assigned in Adults Services—one (1) employee is also permanent Part-Time in Transportation and counted there

Positions Added/Abolished:

Added: Service & Support Administrator, 240 days, 7.5 hrs/day (Service & Support Administration)

Job Postings/Vacancies

Account Clerk I, 240 days, 8 hrs/day (Transportation), vacant August 25, 2016, posted August 17-31, 2016, Vacant

Director of Adult Services, 260/261/262 days, 8 hrs/day (Adult Services), Search extended vacant October 28, 2016, posted September 22-October 7, 2016, Vacant

Maintenance Repair Worker, 260/261/262 days, 8 hrs/day (Maintenance), vacant November 30, 2016, posted November 16-December 2, 2016, Vacant

Service & Support Administrator, 240 days, 7.5 hrs/day (Service & Support Administration) New, posted January 6-27, 2017, Vacant

Supervisor of Transportation Services, 242 days, 8 hrs/day (Transportation), vacant April 30, 2017, posted January 27-February 10, 2017

Supplemental Positions:

New Hires:

Promotions/Transfers

Donna Bates-Ridenour Vehicle Attendant, 240 days, 4 hrs/day to Vehicle Attendant, 184 days, 4 hrs/day (Transportation), effective January 2, 2017

Marcella Schaaf Vehicle Operator w/o CDL, 240 days, 4 hrs/day to Vehicle Attendant, 240 days, 4 hrs/day (Transportation), effective January 2, 2017

Susan Simmons Vehicle Attendant, 240 days, 4 hrs/day to Vehicle Attendant, 184 days, 4 hrs/day (Transportation), effective January 2, 2017

Reclassifications

Additional Assignments:

Supplemental Agreements:

Separations:

Marea Ludwig Substitute Lifeguard (Children's Services), effective January 13, 2017

Sabrina Wilson Substitute Typist 2 (Children's Services), effective January 4, 2017

Retirements:

Reviewed January 2017 Enrollment Report with enrollment 949 beneficiaries for the month of December representing an increase of twenty-six (26) and a decrease of twenty (20) beneficiaries from December 2016

The Superintendent reported on the following:

- **Happy Day Task Force:** Mr. Kletzien and I have met with Mr. Bica and Superintendent Hawkins to begin discussions on the school. The Mediator did not provide any specific recommendations and we felt it best to resume communications in attempt to plan for the upcoming school year. We initiated some discussion on the interagency agreement and will continue talks.
- **Transition Committee Update:** We received letters of interest to participate on this committee. A transition selection Committee has been installed to review and appointment members to this committee. The team is a diverse representation across the agency departments with various levels of service. Through their different backgrounds will help appoint membership that will offer a comprehensive perspective to the discussion of privatization of the workshop. A Letter will be sent soon to all applicants following the selection process.
- **Waiting List Committee:** DODD has a committee that is reviewing waiting list rules and making recommendations for addressing waiting list issues. We have been working with DODD on comparing lists to make sure both lists information match.
- **State Biennium Budget:** DODD provided verbal testimony to members of the Ohio House of Representatives Finance Committee on February 8. DODD tentatively received an additional \$120 million to their budget over the next two years. There are some concerns with the cuts to nursing home supports that DODD could incur cuts during the budget process.
- **HIPAA Policy Update:** The DRO is in the process of gathering information for use in court. OACB asked legal counsel, Frank Hickman to review advise Boards on the matter.

Hickman recommends Boards include an addendum his office drafted for use with their Notice of Privacy Practices. We will update our information with the addendum and distribute to all persons served in the next few weeks.

- **Director of Adult Services Interviews:** We have interviewed again for this position and are in the process of selection.
- **Transportation Services Supervisor:** Congratulations to Jennifer Weaver on her recently finalizing her retirement plans! She started with the Board as a Substitute aid and worked her way up to transportation manager during her 30 years with the Board. Thank you for your dedication, advocacy, and service to the people and families we support! We have posted her position and will begin interviews soon.
- **Board Member Training:** DODD recently shared the board member training topics for 2017. This year board members may select two one-hour trainings from several different areas of interest to meet this training requirement. I have been working with Randy Beach from the OACB for the other two hours of required annual training. The 4 hours of trainings must be completed prior to the end of the year. Please provide Bev Puleo confirmations of completion.
- **Levy Update:** We began reviewing the levy language for some clarification. We discovered that the levy is due in November 2018. The last passage was in 2013 which appears to be due in 2017 for a 5 year cycle. The effective date of the levy was not until 2014 though. We cannot petition a levy until the expiration year which is 2018. We have reconfirmed this information with the Board of Elections.
- **Presentations for Family/Community Awareness:** We had 35 people attend the January 25 STABLE Account presentation by Jessica Dragar from the Ohio Treasurers office. .
- **February 22 Portage Industries Inc. and PCBDD** will host a Work Force Innovations Opportunities Act information session for students preparing for graduation this spring. PCBDD Administration Board room at 5:30pm. To date twenty-five (25) people have registered through Eventbrite a RSVP program we are using.
- Planning future topics to offer this spring.

The President announced the Regular Board Meeting is Wednesday, March 15, 2017, 5:00pm at the Dennis M. Coble Administration Building

At 5:56pm, the Board entered Executive Session in the Board with no action to be taken

Motion by T. Moran
Second by C. Fruscella

For the following identified reason:

- (x) To consider the appointment, employment, dismissal, promotion, demotion, or compensation of a public employee or official, or the investigation of charges or complaints against a public employee, official, licensee, or regulated individual; indicate reason: employment of a public employee
- () To consider the purchase of public property or the sale of property at competitive bidding, if premature disclosure of information would give an unfair competitive or bargaining advantage to a person whose personal, private interest is adverse to the general public interest;
- () Conferences with an attorney for the public body concerning disputes involving the

- public body that are the subject of pending or intimate court action;
- () Preparing for, conducting, or reviewing negotiations or bargaining sessions with public employees concerning their compensation or other terms and conditions of their employment;
- () Matters required to be kept confidential by federal law or rules or state statutes.
- () Details relative to the security arrangements and emergency response protocols for a public body or a public office, if disclosure of the matters discussed could reasonably be expected to jeopardize the security of the public boy of public office.

The aforesaid motion having been put to a roll call vote, the results of which were as follows:

NOT VOTING	PRESENT		BOARD MEMBERS
	YES	NO	
()	(x)	()	KELLY BUTLER
()	(x)	()	CAROL J. FRUSCELLA
()	(x)	()	JOHN GARGAN JR
()	(x)	()	RALPH KLETZIEN
()	(x)	()	CHERI MICHAEL
()	(x)	()	TIMOTHY MORAN
()	(x)	()	MICHELLE SAHR

Motion to adjourn executive session at 7:05pm

Motion by T. Moran

Second by M. Sahr

Motion carried by roll call vote as follows: Kelly Butler, aye, Carol J. Fruscella, aye, John Gargan, Jr., aye, Ralph Kletzien, aye, Timothy Moran, aye, Cheri Michael, aye, Michelle Sahr, aye.

Motion to return to open session 7:06pm

Motion by K. Butler

Second by T. Moran

Motion carried.

No action from Executive Session.

The President asked if any other business needed to come before the Board. There being none, he


called for a motion for adjournment at 7:06pm

Motion by J. Gargan
Second by T. Moran
Motion carried by voice vote.

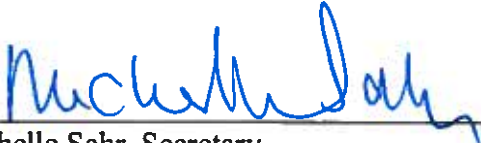
I N F O R M A T I O N

- Tuesdays, February 14, 21, 28, 2017** Board Eligible Family Swim, Happy Day School, 6:00-7:30pm
- Friday, February 10, 2017** Genetics Outreach Clinic, Happy Day School, 9:00am-3:00pm
- Saturday, February 11, 2017** Special Olympics Bowling, Bill White’s Twin Star Lanes
- Monday, February 13, 2017** Parent Council Meeting, 6:00pm, Portage Industries
- Monday, February 20, 2017** Children’s Services, In-service, no school for all students
- Wednesday, February 22, 2017** Work Force Innovations and Opportunities Act (WIOA)
Family and Community Forum, PCBDD Board Office, 5:30-7:00pm
- Friday, February 24, 2017** *Knockin’ Pins with Olympians*
- Saturday, February 25, 2017** *Polar Bear Plunge, Lake Erie, Cleveland, Ohio at Edgewater Beach to benefit Special Olympics, Christine Motz’s team "Portage Grin and Bear IT"*
- Tuesdays, March 7, 14, 21, 2017** Board Eligible Family Swim, Happy Day School, 6:00-7:30pm
- Friday, March 10, 2017** Genetics Outreach Clinic, Happy Day School, 9:00am-3:00pm
- Monday, March 13, 2017** Parent Council Meeting, 6:00pm, Portage Industries
- Monday-Friday, March 27-31, 2017** Spring Break I, Children’s Services Program

Respectfully Submitted,


Beverly Puleo, Assistant to the Superintendent


Ralph Kletzien, President


Michelle Sahr, Secretary