

January 25, 2016

The regular monthly meeting of the Board of School Trustees of the Vincennes Community School Corporation was held on Monday evening, January 25, 2016, at 7:00 p.m. in the Media Center of Lincoln High School. Those present were President Karla Smith, Vice President Barbara Toole, Secretary Lynne Bobe, Treasurer Aaron Bauer, Board Member Pat Hutchison, and Superintendent Greg Parsley.

Karla Smith led the audience in the Pledge of Allegiance to the American Flag. She then asked if any member of the audience would like to make any Public Comment. No comments were made.

By unanimous 5-0 vote, after proper Motion and Second, the board approved the following recommended Consent Agenda Items by Greg Parsley:

- A. Minutes of December 14, 2015 & January 11, 2016 Meetings
- B. Claims 25230 – 25488
- C. Financial Statements
- D. Personnel

**Retirements:**

Janet S. Nonte LHS Admin Asst./Registrar – eff 2/1/16

**Resignations:**

Tasa Martinez Riley Special Ed Aide – eff 12/18/15  
Kirsten Balkom Vigo Gr 3 Classroom Aide – never started  
Megan Farris LHS Sign Language Asst. – eff 1/4/16  
Emeline Clark CMS Gr 8 Special Ed Aide – eff 1/15/16  
Amy Connor LHS Drama Director – eff 1/5/16

**Termination:**

Holly Bane LHS Cheer Coach – eff 12/28/15

**Recommendations:**

Levi Atkins CMS Homebound Instructor for 6<sup>th</sup> Grade student –  
Will work 1 hr at CMS from 3:30 to 4:30 p.m.  
Tuesday through Thursdays – eff 1/19/16  
Sandra L. “Sandy” Noble Riley Sp Ed Aide – eff 1/6/16 – replace T. Martinez  
Cecilia M. Kahre Tec-Harrison Day Care Aide – eff 1/26/16  
Casey Butler VCSC Building Instructional Coach (VEA Rep)  
Cheryl Clemens VCSC Building Instructional Coach (VEA Rep)  
Cynthia L. “Cindy” Ruble Tec-Harrison AM Supervisor – eff 1/6/16 - replace  
B. Grant  
Kaitlyn B. Reding LHS Co-Cheer Coach – eff 1/4/16 – replace H. Bane  
Erica Combs LHS Co-Cheer Coach – eff 1/4/16 – replace H. Bane  
Levi Salters LHS Assistant - Baseball Coach – replace C. Clements  
Dakota Mercer-Szady LHS Volunteer Boys’ Track Coach \*  
Alex Kitchin LHS Volunteer Boys’ Track Coach  
Jill Frey LHS Volunteer Softball Assistant Coach \*

**New Position:**

CMS/LHS Strength & Conditioning Coach Position –  
Paid \$2000 per semester and/or \$1000 per summer  
to be paid from Athletic Account

Nick Meeks CMS/LHS Strength & Conditioning Coach – Semester 2 only

\* Pending Background Security Clearance

**Leaves:**

Megan Blue Riley School Secretary requests Medical & Maternity Leave from January 18 through approximately May 27, 2016

Derek Gaines KCSEC Secretary requests Medical Leave from January 18, 2016 until further notice

Shelley R. Schnepfer Franklin Grade 3 Teacher requests Medical Leave from January 18 thru March 11, 2016

Kristen L. Murphy Franklin Grade 5 Teacher requests Maternity Leave from approximately March 2 to approximately April 13, 2016

Blair A. Grant Tec-Harrison Special Ed Teacher requests Maternity Leave from approximately April 9 through the end of 2015-2016 School Year.

All other Leave Requests were approved as submitted.

**E. Donations + Grant & Competition Awards**

|                         |            |  |
|-------------------------|------------|--|
| Elizabeth & Aaron Bauer | \$3,000.00 | VCSC “ <i>Secret Alice</i> ” fund for all six VCSC schools, at \$500.00 per school |
|-------------------------|------------|--|

**F. Fundraiser Requests**

LHS National Art Honor Society requests permission to conduct “*Face Painting/Spirit Button Sales*” on Thursday, February 4, 2016, prior to LHS vs. Washington Basketball game. Proceeds will be used to fund their annual field trip at the end of the year.

Tecumseh-Harrison Elementary Student Council requests permission to conduct “*Lollipop Sales*” on February 11 and 12, 2016. All proceeds collected will be donated to the Salvation Army.

Tecumseh-Harrison Elementary Student Council requests permission to conduct “*Hat Day*” on March 23, 24, and 25, 2016. All proceeds collected will be donated to the Salvation Army.

LHS National Art Honor Society requests permission to conduct an “*Espress Yourself Cafe*” by selling hand-glazed mugs and bowls on April 23, 2016 at same time as LHS Spring Musical being held. Proceeds will be donated back to community art organizations.

LHS National Art Honor Society requests permission to sell “*Good Luck*” & “*Goodbye*” Grams from May 11 through 18, 2016. NAHS students will place candy with quotes of encouragement for finals and goodbyes for seniors. Proceeds will go to help build up money in their account for next year.

**G. Use of Facilities Requests**

CMS Clark Academic Boosters request permission to use CMS Gymnasium on Saturday, February 13, 2016, from 3:00 to 9:00 p.m. for a “*School Dance*”. Proceeds will benefit the P.T.O.

“Brady’s Bunch ‘Miles for Mito’” requests permission to use Tecumseh-Harrison Elementary Gymnasium and Bathrooms on Saturday, April 9, 2016, from 7:00 a.m. until

12:00 noon, for a “5K + Fun Run”. Proceeds will benefit the “Brady Sterchi UMDP Research Fund”.

CMS Clark Academic Boosters request permission to use LHS Ader Auditorium, Stage, Bathrooms, Cafeteria and Media Booth on Thursday, April 28, 2016, from 6:00 to 9:00 p.m., for an “Academic Awards Program”.

Greg Parsley wanted to recognize Janet Nonte, Administrative Assistant to LHS Principal Steve Combs, on her retirement effective February 1<sup>st</sup>. Mr. Parsley stated this is bittersweet for VCSC, as Mrs. Nonte has performed many different roles in her 39½ years with VCSC, with her last 20 years at LHS. Mrs. Nonte has been “mother” and “grandmother” and trusted confident to so many students and staff over the years. She has always put students first. The hours and days she has worked is like no other – arriving before 6:00 a.m. each day and coming in on weekends – has created a work ethic that matches no one. Mrs. Nonte is loved and revered and VCSC wishes her nothing but the very best. Mr. Parsley stated there would be a reception for Mrs. Nonte on Monday, February 1<sup>st</sup>, from 3:30 to 5:30 p.m. at LHS and everyone is welcome to attend and encouraged to wear pink for “Janet Nonte Day”.

**DISCUSSION ITEMS:**

There are no Discussion Items for this meeting.

**DECISION ITEMS:**

By unanimous 5-0 vote, after proper Motion and Second, the board approved Mr. Parsley’s request for Second and Final Reading of the latest Policy, Guidelines and Forms revisions from NEOLA Vol. 28, No. 1 as follow:

| <u>POLICY #</u> | <u>CHANGE TYPE</u> | <u>COMMENTS</u>                                     |
|-----------------|--------------------|---|
| 0100            | Revised            | “Bylaws – Definitions”                              |
| 1411            | Rejected           | “Administration – ...Protection of Whistle Blowers” |
| 1422            | Revised            | “Administration – Nondiscrimination & EEO”          |
| 1521            | New                | “Administration – Background Checks”                |
| 1543            | Revised            | “Administration – Non-Renewal of Admin Contracts”   |
| 1662            | Revised            | “Administration – Anti-Harassment”                  |
| 2221            | Revised            | “Program – Mandatory Curriculum”                    |
| 2260            | Revised            | “Program – Nondiscrimination & Access to EEO”       |
| 2411            | Revised            | “Program – Guidance and Counseling”                 |
| 2510            | Revised            | “Program – Adoption of Curricular Materials”        |
| 2700            | Revised            | “Program – Annual Performance Report”               |
| 3120.06         | Revised            | “Prof Staff – Selecting Student Teachers.....”      |
| 3121            | Revised            | “Prof Staff – Background Checks”                    |
| 3122            | Revised            | “Prof Staff – Nondiscrimination & EEO”              |
| 3124            | Revised            | “Prof Staff – Employment Contracts”                 |
| 3140            | Revised            | “Prof Staff – Resignation”                          |
| 3141            | New                | “Prof Staff – Suspension of Teachers”               |
| 3142            | Revised            | “Prof Staff – Cancellation of a Teaching Contract”  |
| 3211            | Rejected           | “Prof Staff - .....Protection of Whistleblowers”    |
| 3220            | Revised            | “Prof Staff – Staff Evaluation”                     |
| 3362            | Revision           | “Prof Staff – Anti-Harassment”                      |
| 4121            | Revision           | “Support Staff – Background Checks”                 |
| 4122            | Revision           | “Support Staff – Nondiscrimination & EEO”           |
| 4211            | Rejected           | “Support Staff - ...Protection of Whistleblowers”   |

| <u>POLICY #</u> | <u>CHANGE TYPE</u> | <u>COMMENTS</u>                                       |
|-----------------|--------------------|---|
| 4362            | Revised            | "Support Staff – Anti-Harassment"                     |
| 5111            | Revised            | "Students - .....Legal Settlement & .. Enrollment..." |
| 5112            | Revised            | "Students – Entrance Requirements"                    |
| 5130            | Revised            | "Students – Withdrawal from School"                   |
| 5200            | Revised            | "Students – Attendance"                               |
| 5320            | Revised            | "Students – Immunization"                             |
| 5460            | Revised            | "Students – Graduation Requirements"                  |
| 5517            | Revised            | "Students – Anti-Harassment"                          |
| 5530            | Revised            | "Students – Drug Prevention"                          |
| 6152            | Rejected           | "Finances – Student Fees and Charges"                 |
| 6520            | Revised            | "Finances – Payroll Deductions"                       |
| 7300            | Revised            | "Property – Disposition of Real Property"             |
| 7310            | Revised            | "Property – Disposition of Surplus Property"          |
| 7510.01         | Rejected           | "Property – Use of Corporation Physical Fitness...."  |
| 8121            | Revised            | "Operations – Background Check – Contracted Svcs."    |
| 8330            | Revised            | "Operations – Student Records"                        |
| 8400            | New                | "Operations – School Safety"                          |
| 8420            | Revised            | "Operations – Emergency Preparedness Plans....."      |
| 8455            | Revised            | "Operations – Coach Training"                         |
| 8470            | New                | "Operations – Registered Sex or Violent Offenders"    |
| 8500            | Revised            | "Operations – Food Services"                          |
| 8600            | Revised            | "Operations – Transportation"                         |
| 9160            | Revised            | "Operations – Public Attendance at School Events"     |

#### **ADMINISTRATIVE**

| <u>GUIDELINE</u> | <u>CHANGE TYPE</u>  | <u>COMMENTS</u>                                      |
|------------------|---------------------|--|
| 1422             | Revised             | "Administration – Nondiscrimination & EEO"           |
| 1422B            | Rejected            | "Administration – Complaint Procedures ....."        |
| 1662             | Revised             | "Administration – Anti-Harassment"                   |
| 2221             | New                 | "Program – Mandatory Curriculum"                     |
| 2260             | Revised             | "Program – Nondiscrimination & Access to EEO"        |
| 2260B            | Delete              | "Program – Compliant Procedures for Nondisc....."    |
| 2260.01B         | New                 | "Program – Section 504/ADA Compliant & Due...."      |
| 2510A            | Revised             | "Program – Selection of Basic Text Materials"        |
| 2510B            | Rejected            | "Program – Collection of Textbook Rental Fees"       |
| 2510B            | Revised VCSC Policy | "Program – Collection of Textbook Rental Fees"       |
| 2510C            | Rejected            | "Program –Delinquent Student Textbook Rental Fees"   |
| 3122             | Revised             | "Prof Staff – Nondiscrimination & EEO"               |
| 3122B            | Delete              | "Prof Staff – Complaint Procedures for Nondis...."   |
| 3141 to 3140     | Rejected            | "Prof Staff – Resignation"                           |
| 3141             | Rejected            | "Prof Staff – Procedure for Suspension of Teachers"  |
| 3142             | Rejected            | "Prof Staff – Cancellation of Teacher Contracts"     |
| 3362             | Revised             | "Prof Staff – Anti-Harassment"                       |
| 4122             | Revised             | "Support Staff – Nondiscrimination & EEO"            |
| 4122B            | Delete              | "Support Staff – Compliant Procedures for Nondis..." |
| 4362             | Revised             | "Support Staff – Anti-Harassment"                    |
| 5112A            | Revised             | "Students – Admission to Kindergarten"               |
| 5112C            | Rejected            | "Students – Appeal for Early Entrance to Kdgn/Gr 1"  |
| 5200             | Revised             | "Students – Student Attendance"                      |
| 5320             | Revised             | "Students – Immunization of Students in School"      |
| 5460             | Reject at this time | "Students – Graduation Requirements"                 |
| 5460A            | Revised             | "Students – Graduation Examination"                  |
| 5517             | Revised             | "Students – Anti-Harassment"                         |
| 5517.01          | Revised             | "Students – Bullying"                                |

**ADMINISTRATIVE**

| <u>GUIDELINE</u> | <u>CHANGE TYPE</u> | <u>COMMENTS</u>  |
|------------------|--------------------|--|
| 8420             | Revised            | "Operations – Emergency Procedures"                    |
| 8470             | New                | "Operations – Registered Sex or Violent Offenders...." |

| <u>FORMS</u> | <u>CHANGE TYPE</u> | <u>COMMENTS</u>                                      |
|--------------|--------------------|--|
| 2510 F1      | Rejected           | "Program – Textbook Selection"                       |
| 8330 F9      | Rejected           | "Operations–Notification to Parents Student Records" |
| 8330 F9a     | Rejected           | "Operations – Denial of Permission to Release ....." |

By unanimous 5-0 vote, after proper Motion and Second, the board approved Kelley McCarty's recommendation via Mr. Parsley to increase the weekly rates for the After School Day Care Program from \$15.00 to \$20.00 effective February 1, 2016. This increase is needed to offset salary, which is as a result of an increase in enrollment at each of the elementary schools and the need to increase staff. Within this recommendation it was also approved to increase the weekly rates to \$25.00 beginning with the 2016-2017 school year. The VCSC is losing money in the program and the goal is not to generate a profit, but to be a cost neutral program. The day care aides will continue to be paid during the summer with no revenue coming in during those months. Money is put back into the program by purchasing curriculum items, games, furniture, and inside and outside equipment.

By unanimous 5-0 vote, after proper Motion and Second, the board approved Susan Marchino's request for each of the elementary schools to submit an *Indiana Literacy Early Intervention Grant* application in the amount of approximately \$10,000 for each school. This will be used to purchase additional Leveled Literacy Instruction (LLI) kits or books and materials for Grades 1-2 like was done with this grant last year for this program. The additional kits or books will allow the schools to have more than one LLI group going during IMPACT time and to support what they are now doing.

By unanimous 5-0 vote, after proper Motion and Second, the board approved Mr. Parsley's request to continue with an agreement with Evansville Vanderburgh School Corporation (EVSC) to transport VCSC students to the School for the Blind or Deaf in Indianapolis. There is a one-way rate of \$150 per student, a \$300 round trip cost, once a week. This is an annual contract and is status quo from previous years' contracts. VCSC currently has one student in need of this transportation.

By unanimous 5-0 vote, after proper Motion and Second, the board approved Mr. Parsley's recommendation to hire the construction firm of Garmong Construction Services out of Terre Haute to manage the VCSC Elementary Remodel/Rebuild project. Garmong is a construction company dating back to 1923 and has done several school buildings, in addition to other public types of works. Knox County is not a new county to Garmong, as they have done projects for Good Samaritan Hospital. Garmong is also a long time partner to the Vigo County School Corporation as they have worked on many schools and projects there, including most recently completing the work on the aquatics center. Garmong will be partnered with Myszak + Palmer.

By unanimous 5-0 vote, after proper Motion and Second, the board approved Mr. Parsley's request of prepayment of claims for Calendar Year 2016. This is due to required payment dates and those items needing to be paid prior to board meeting dates. All claims will be included in the board materials sent to them each month.

## **OTHER BUSINESS**

Greg Parsley, along with Board President Karla Smith, welcomed all current and former members of the VCSC Board of School Trustees, Lincoln High School Principals, former Superintendents and Assistant Superintendents, former members of the Building Corporation and Building Corporation Attorney, to tonight's meeting to participate in a special "ceremonial burning" of the mortgage as related to Vincennes Lincoln High School.

The mortgage for the "new" Lincoln High School, which was initiated with ground breaking on August 19, 1985, dedication of the new building on September 25, 1988, and the first graduating class taking place in 1989, was finally paid off in December 2015 with a final payment of \$1,030,000. Mr. Parsley explained that what they would be burning tonight is a copy of that last bill showing a \$0.00 balance.

Mr. Parsley introduced Ed Cummins, who was the attorney for the building corporation in 1985, who was going to say "just a few words". Mr. Cummins stated that this all started back in August 1979 with Building Corporation Attorney Jim Funk, Building Corporation President Bob Rose, Vice President Frank Becher, Robert Doolittle, Robert Green, William Peach, David Culp and Paul Earley. Mr. Cummins stated Messrs. Doolittle and Green live out of town, with Messrs. Peach and Culp, the youngest member at that time, living here in town. He further stated that Paul Earley served as Treasurer the whole time.

Mr. Cummins reported that with the first funding the Bond Bank had just opened and they ended up getting money back, some \$70,000 plus, which ended up being approximately \$230,000 with Paul's (Earley) investments. Mr. Cummins stated they kept this secret from anyone else, even Dennis Brooks for a time. He stated he was very honored to have been the building corporation attorney.

Mr. Cummins read a statement from Bob Green, who could not be here tonight. Mr. Green stated:

"It started with a school board and school administrators who had the vision and expertise to know the huge need to have physical, fit facilities to provide an even better quality of education for students and teachers alike. This provided better-prepared graduates for successful professional careers and better-prepared graduates to enter the workforce. All this to say it was an investment to provide lifetime success for many generations. I was pleased to be a small part of this."

Mr. Cummins then stated that school board members get a lot of criticism, but they get a little pay. He said their people got no pay, but had to pay to be on it, that they had to buy the shares and wait until the end to get their money back. But, he said, it was such a wonderful experience for him and to be part of the community and see what today is this wonderful building that we still refer to as the "new Lincoln High School".

Prior to the "ceremonial burning" the following individuals also spoke "just a few words".

Former school board member Dr. Charlie Vieck (7/1/77 to 9/19/90) stated that a couple of board members needed to be mentioned. He stated Jim Murphy says Calvin Black and Carolyn Tate had not been mentioned, as well as Ed Swonder. Dr. Vieck stated that Mr. Swonder at one point had a petition with thousands of names on it opposing the high school. Mr. Swonder then later ran for the school board and eventually he was the one to make the motion to build the new high school.

Dr. Vieck further stated that back before the building corporation was established, that back in 1977 several couples – Carolyn and Gary Tate, Bob Green and his wife, he and his wife, plus several others – went skiing in Skiboat Springs and had a get-together dinner. Dr. Vieck stated he felt they had the first unofficial, official school board meeting that decided to build a new high school in Vincennes. Several people there were committed to do that and that's where the ball first got rolling, and they were going to be involved.

They returned to Vincennes and eventually got it done. Dr. Vieck added that there was a lot of community effort and a lot of people were very supportive of the project and those present don't have any idea how happy he is to see and be here tonight. He is very honored with this evening to see this school here as a result of people working together. The kids of Vincennes are much better off.

Former building corporation member Dave Culp stated they lit the match out there in Colorado, but they came back in what had to be earlier than 1977. Mr. Culp stated that his oldest son was born in November 1974 and the meeting was held in the junior high gym/cafeteria/auditorium/theater, as well as being the high school cafeteria. He injected that our one claim to fame at that time was we were the only public school in Indiana that didn't have its own cafeteria. Back then high school students had to go to the junior high for lunch or go downtown to eat and help out the downtown economy.

A former board member stated at that time he and Carolyn Tate were elected to the school board, and that Carolyn went on to become president of the Indiana School Board Association.

Mr. Culp stated that it was due to the perseverance of (LHS Principal) Jim Pittman and (Superintendent) Wayne Ader that we are here right now. He stated that from 1974 until 1979 when they started taking the money, it was a challenge. The school board kicked the idea around and decided they wouldn't do it at that time. To promote it in the community they made up flyers showing what taxes would be with the value of their home. They were "slammed" on that idea, so the next time they used the assessed valuation of homes.

Mr. Culp stated it was a long, hard journey and it's the same as what we're doing now and he complimented the board and all that Dave Skinner has done with the new Clark Middle School, and with what we are doing now with the renovations. He thanked the board and stated that on behalf of all the members of the building corporation it was an honor for them to do that and he was extremely honored to do the small part that he did.

Former school board member Jeff Kolb (10/30/86 to 6/30/97) stated that with regard to the bond issue, and with the careful management and refinancing at lower interest rates, the VCSC was able to upgrade the old middle school by add technology and air conditioning, tear down the temporary buildings at Tecumseh-Harrison Elementary School and building a permanent facility, and to make improvements to the high school football field, the concession stand and restrooms. So it (the bond issue) did much more than build this (LHS) building. The equity it provided at a very important time, as when you are bonded to the max there's not much more you can do. Mr. Kolb stated it worked out very well and complimented everyone involved.

Mr. Kolb further stated that at the time the bonds were first put up for sale in 1974, the deal with Iran and the hostages occurred, the market dropped and the bonds would not sell. They tried it again, but the opposition delayed it for another 10 years.

Dr. Vieck added that what a lot of people don't realize is that in thinking ahead the school board ahead of them had a "building fund" that could be used for different projects. They had accumulated about \$650,000 and they had a chance to buy this land from the Diocese of Evansville through the Bishop in Evansville. At that time he and Dick Bauer, a staunch member of their church, went to Evansville to speak to the Bishop, who said if we were going to use it for a community effort they would give us a fair price. They ended up buying 100 acres of property for \$5,000 per acre – a total of \$500,000, which ended up being enough for this building, as well as the new junior high.

Dr. Vieck stated that it was very fortunate there were people that thought that far ahead and what has resulted is due to a lot of people's forward thinking.

Former LHS Principal Jim Pittman thanked the board for inviting him down here, commenting that everyone had aged fairly well, and told current LHS Principal Steve Combs that he didn't lose his hair while principal. He related that this land was supposed to be full of quicksand, tractors and combines buried here, as well as other stories that went around at that time. He stated that thanks to Mr. Ader's leadership and the leadership of a supportive board at that time, we were able to do that.

Mr. Pittman further stated that what a lot of people may not be aware of is that a lot of the equipment was moved in here by our local National Guard. We were able to get them to volunteer and they were great in helping move from the old building to this building. He stated that when you look at this facility and think of how this facility is used for this community, and that was one of the purposes of building this – to get community use. He commented, "what great things you've had in this auditorium, what great basketball teams you've had, and what great bands you've had".

He went on to say that people will tell you that public education is not worthwhile, but they need to look at Vincennes Lincoln High School and other schools like it. They really don't know what they're talking about because they never get down to the grass roots where people like you are doing what needs to be done, the young people of our field. He advised that he is up by IPS (Indianapolis Public Schools) and it is a different "jungle" up there.

Mr. Pittman thanked everyone again, and thanked those that helped him – for without them he wouldn't have gotten a lot done.

Mr. Parsley then invited the distinguished group to collectively come forward and asked Charlie Vieck and Jim Murphy to do the honors of lighting the match and setting the final bill on fire.

Pat Hutchison stated it was unbelievable that they were at the new Lincoln High School, and he didn't think there had been as many distinguished, intelligent people in the building at one time. He ended his comments with "What a night, what a night".

Aaron Bauer thanked Dr. Vieck and Mr. Murphy, two gentlemen "who have loved this community and led this community, amongst all the others that have been acknowledged and recognized".

Lynne Bobe stated she was honored to be in the presence of everyone there and thanked everyone for coming tonight, and thanked them for all they've done for the children over the years.



Barbara Toole stated how inspiring it was to have everyone here and it does make her feel very good that she is marching in some very good footsteps. She stated we have Garmong, who we just added on to today, because we are going to be doing something a little bit similar – we're going to be recreating our elementary schools. She stated it is very impressive that we have all these folks gathered here and maybe on down the road we'll have something similar to this and something she will be able to come back to. She said it is wonderful to have everybody here and celebrating this wonderful opportunity.

Karla Smith stated the same from her and thanked everyone so much for coming, that it was such an honor to have everyone here.

By unanimous 5-0 vote, upon proper Motion and Second, the formal meeting was adjourned at 7:31 p.m.

Greg Parsley then invited everyone to stay and visit, and to partake in the items in the back of the room. He thanked everyone very much for coming out tonight.

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Karla A. Smith, President

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Lynne M. Bobe, Secretary