

SALISBURY TOWNSHIP SCHOOL DISTRICT
Minutes of Board of School Directors Meeting

September 19, 2007

A regular meeting of the Board of School Directors of the Salisbury Township School District was called to order by Mr. Giordano at 7:38 p.m. on Wednesday, September 19, 2007, in the Administration Building, 1140 Salisbury Road, Allentown, PA.

Pledge of Allegiance

Board Members Present: Mrs. Feinberg, Mr. Giordano, Mrs. Heffelfinger, Mr. Mantz, Mrs. Miller, Mr. Pauloski, Mr. Reinsmith, and Mrs. Ziegler

Board Members Absent: Mr. Gatanis

Also Present: Mrs. Famularo, Mrs. Homiak, Attorney Roddick, and Dr. Wright

Also Absent: Attorney Freund

Student Representative Report

Lauren DeSieno is the student representative to the Board this year. Lauren is a senior at Salisbury High School. Lauren told the Board members that everyone at the high school is excited for the start of the school year. Several clubs have already held meetings. We are starting tailgating at all the home football games. Student Government is organizing the Homecoming Dance and also the pep rally before the Pen Argyl game.

Special Recognitions/ Presentations

Dr. Wright introduced the newly hired administrators to the Board.

Jennifer Aponick – Supervisor of Special Education
Bill Brackett – Director of Facilities
Sam Hafner – Assistant Principal, SMS
Heather Piperato – Assistant Principal, SHS
Heather Morningstar – Principal, SHS

Ms. Morningstar introduced the new teachers at the high school.

Holly Borthwick – Teacher, SHS
Jessica Chong – Teacher, SHS
Joyce Hunsberger – Teacher, SHS
Adam Legath – Teacher, SHS
Katherine Rosetti – Teacher, SHS
Sherry Wetherhold – Teacher, SHS

Special Recognitions/
Presentations

Dr. Wright introduced the following:

Lauren DeSieno, Student Representative to the Board
Debbie Galbraith, HST PTA President
Michelle O'Boyle, WSE PTA President

Changes to Agenda

None

Approval of Agenda

Motion by Reinsmith, seconded by Pauloski, to approve the regular and supplemental agendas:

VOTE:	YES	-- <u>8</u>
	NO	-- <u>0</u>
	ABSTENTIONS	-- <u>0</u>
	ABSENT	-- <u>1</u>

Motion carried.

Citizens' Inquiries
And Comments
Regarding Agenda Items

None

Approval of Minutes

Motion by Reinsmith, seconded by Ziegler, to approve the minutes of:

June 11, 2007 Student Activities Committee Meeting
August 15, 2007 Board Meeting
September 10, 2007 Operations Committee Meeting

VOTE:	YES	-- <u>8</u>
	NO	-- <u>0</u>
	ABSTENTIONS	-- <u>0</u>
	ABSENT	-- <u>1</u>

Motion carried.

Presentation of Bills

Motion by Heffelfinger, seconded by Mantz, to approve the following expenditures:

Total General Fund Expenditures—August 1, 2007 through August 31, 2007 --
\$3,819,175.35

Total Athletic Fund Expenditures—August 1, 2007 through August 31, 2007 --
\$18,997.45

Total Capital Improvement Fund Expenditures—August 17, 2007 through
September 19, 2007 -- \$52,634.54

Total GOB Project Expenditures—August 17, 2007 through September 19,
2007—\$479.60

Presentation of Bills (continued)

VOTE:	YES	-- <u>8</u>
	NO	-- <u>0</u>
	ABSTENTIONS	-- <u>0</u>
	ABSENT	-- <u>1</u>

Motion carried.

Treasurer's Report

Motion by Pauloski, seconded by Heffelfinger, to approve the August Treasurer's Report:

VOTE:	YES	-- <u>8</u>
	NO	-- <u>0</u>
	ABSTENTIONS	-- <u>0</u>
	ABSENT	-- <u>1</u>

Motion carried.

Secretary of Board Report

Mrs. Famularo, board secretary, reported that the base index for 2008-2009 has been set at 4.4% by PDE. This means that Salisbury can increase its tax millage before exceptions by 1.8427 mills. Budget deliberations will start earlier this year and she is working towards that goal and to present the preliminary budget in December.

Andy Roman, commissioner-at-large for Lehigh County was unable to attend the August meeting and we were unable to re-schedule him for tonight's meeting. Mrs. Famularo researched this grant with our solicitor and it is Attorney Freund's opinion that the program is not within our authority under the school code.

Statewide health care is again under consideration. Yesterday Governor Rendell announced legislation that would create state-wide health benefits for school employees. The plan would take health care off the bargaining table for teachers. Under this plan, the state would help pay for increases in employee health benefit costs. An undertaking of this magnitude will take multiple years to phase in. If the legislation is passed all districts except Philadelphia would be required to participate.

Mr. Giordano asked how the base index is calculated since Salisbury's index increased from 3.4% to 4.4%. Mrs. Famularo responded that this is a formula laid out by Act 1. The Act 1 index is the average of Pennsylvania's statewide average weekly wage and the federal employment cost index for elementary/secondary schools.

A. Curriculum &

Technology Committee

Mrs. Miller reported that there are no motions to be approved under the Curriculum & Technology portion of the agenda tonight. The first meeting of the Curriculum and Technology committee is scheduled for Monday, September 24th. Agenda items include the implementation of Life Smarts, Classrooms for the Future, and Smart Classrooms, an update on our students attending LCTI, and the Strategic Plan.

The October meeting will be held at LCCC on Monday, October 29th. The meeting will begin with dinner at 5:30 p.m. followed by a tour of the facility with the meeting scheduled to begin at 7:00 p.m. We will be discussing our testing summary and the kindergarten issue.

Mrs. Miller announced that October is Career Awareness month and there is an essay contest for 10th grade students interested in a health care career.

Mr. Giordano asked if the survey results would be discussed at this meeting. Mrs. Miller stated that the survey results and an administration recommendation will be presented. Mrs. Hefflinger commented that the newsletter recently sent out was excellent.

B. Operations Committee

Mr. Reinsmith told the Board the first Operations Committee meeting was held on Monday, September 10th with a full agenda. The Capital Improvement Plan for the district was handed out. This will be the focus of discussions going forward. The next meeting will be held Monday, October 8th. A large portion of this meeting will be dedicated to the stadium field and its condition.

Motion by Reinsmith, seconded by Pauloski, to approve Item B-1 to B-8I on the regular and supplemental agendas:

B-1. Amendment to Pupil Transportation Services approve the attached Amendment to Agreement for Pupil Transportation Services 2005-2015 between Salisbury Township School District and Paragon Transit, Inc. **(Board Information Item 1)**

B-2. Hiring of D'Huy Engineering for Summer 2008 Projects approve D'Huy Engineering, Inc. to design and develop specifications for Summer 2008 projects. **(Board Information Item 2)**

B-3. Per Capita Additions approve the attached list of additions to the district's 2007-2008 school per capita tax list. **(Board Information Item 3)**

B-4. Real Estate Refund approve the 2007-2008 school real estate interim refund in the gross amount of \$140.51 on tax parcel 1703 6416020485151. **(Board Information Item 4)**

B-5. Real Estate Refund approve the 2007-2008 school real estate refund in the amount of \$172.38 on tax parcel 1702 6416044240661.

UNFINISHED BUSINESS (continued)B. Operations Committee (continued)

B-6. September Interim List approve the September Interim list in the gross amount of \$42,834.38.

B-7. Tax Duplicate Changes approve the attached list of changes to the district's 2007-2008 real estate tax duplicate reflecting a net increase in assessed value totaling \$269,750.00. **(Board Information Item 5)**

B-8. Use of Facilities approve the request(s) for the use of District facilities as listed below with the district to charge for cook, police, guarding, and/or custodial services as may be required or requested:

- a. Wilkes University to use the Board Room at the Administration Building on Tuesdays from September 11 to December 4, 2007, from 4:30 to 8:00 p.m. for a class. Class D—Charges: \$50/day.
- b. SYA to use the lower level of the Administration Building on Mondays to Fridays starting November 5 to March 31, 2008, from 6:00 to 9:00 p.m. for wrestling practice. Class B—No charge for facility.
- c. Paragon Transit to use the Board Room at the Administration Building on September 25 and November 13, 2007, from 9:00 to 10:30 a.m. for safety meetings for drivers. Class B—No charge for facility.
- d. SYA to use the old gymnasium/lobby at the Salisbury High School on October 17, 23, and 25, 2007, from 6:30 to 8:00 p.m. for wrestling sign-up. Class B—No charge for facility.
- e. SYA to use the parking lot and old gymnasium at the Salisbury High School on December 2, 2007, from 9:00 a.m. to 1:00 p.m.; January 6th from 9:00 a.m. to 1:00 p.m. and January 20, 2008, from 9:00 a.m. to 3:00 p.m. for wrestling matches. Class B—No charge for facility.
- f. Cub Pack 146 to use the cafeteria at the Truman Elementary School on September 12, 2007, from 6:00 to 9:00 p.m. for a cub scout sign up. Class B—No charge for facility.
- g. Minsi Trail Council to use the lobby at the Western Salisbury Elementary School on September 17, 2007, from 6:30 to 8:00 p.m. for a cub scout sign up. Class B—No charge for facility.
- h. Salisbury Youth Association to use the old gymnasium/lobby at the Salisbury High School on September 24, 2007, from 5:30 to 8:00 p.m. for a basketball sign-up. Class B—No charge for facility.

UNFINISHED BUSINESS (continued)

B. Operations Committee (continued)

B-8. Use of Facilities (continued)

- i. Football Booster Club to use the library at the Salisbury High School on October 9, 2007, beginning at 7:00 p.m. for a meeting. Class B—No charge for facility.
- j. HST PTA to use the cafeteria and parking lot at the Truman Elementary School on September 17, 2007, from 4:00 to 8:00 p.m. for a welcome back to school picnic. Class B—No charge for facility.
- k. Brownies Troop to use the gymnasium at the Truman Elementary School on September 27, 2007, from 6:00 to 7:30 p.m. for an exercise activity with Brownies. Class B—No charge for facility.
- l. WSE PTA to use the cafeteria and gymnasium at the Western Salisbury Elementary School on October 6, 2007, from 1:00 to 5:00 p.m. for a fall festival. Class B—No charge for facility.

VOTE:	YES	--	<u>8</u>
	NO	--	<u>0</u>
	ABSTENTIONS	--	<u>0</u>
	ABSENT	--	<u>1</u>

Motion carried.

C. Personnel Committee

Mr. Giordano told the Board and audience that at last month’s meeting a correction to the language in the Act 93 agreement pertaining to the tuition reimbursement portion was approved.

Motion by Miller, seconded by Heffelfinger, to approve Items C-1 to C-18 on the regular and supplemental agendas:

C-1. Snyder Resignation

accept with regret the resignation of Kim Snyder as a special education teacher at the Salisbury Middle School effective September 28, 2007. **(Board Information Item 6)**

C-2. Bitar Resignation

accept with regret the resignation of Gorget Bitar as a cafeteria worker at the Salisbury Middle School effective retroactive to September 12, 2007. **(Board Information Item 7)**

C-3. Bachman Resignation

accept with regret the resignation of Susan Bachman as a part-time instructional assistant at the Western Salisbury Elementary School effective retroactive to August 27, 2007. **(Board Information Item 8)**

UNFINISHED BUSINESS (continued)

B. C. Personnel Committee (continued)

C-4. Werkheiser Resignation accept with regret the resignation of Julie Werkheiser as a part-time instructional assistant at the Salisbury High School effective retroactive to August 20, 2007.
(Board Information Item 9)

C-5. Mentor Approval approve the following mentor in the district Induction Program for the 2007-2008 school term at the 2007-2008 contractual rate of pay (\$1,147):

Michele Cotugno for Sherry Wetherhold (Business Teacher/IT, SHS)

C-6. Busolits Employment employ Sharon L. Busolits, Allentown, PA, pending completion of requirements, as a part-time learning support/regular education instructional assistant, 3-1/4 hours/day, 5 days/week at the Western Salisbury Elementary School effective retroactive to September 4, 2007, at the 1st step of the 2007-2008 new hires' salary schedule for instructional assistants (\$11.87/hour).

[Replaces: S. Bachman, resigned]

C-7. Mohry Employment employ Sheri Mohry, Allentown, PA, as a part-time library assistant for 3 hours/day, 5 days/week at the Salisbury High School effective retroactive to August 23, 2007, 2nd step of the 2007-2008 new hires' salary schedule for library assistants (\$12.56/hour).

Replaces: J. Werkheiser, resigned]

C-8. Custodio Employment employ Holly Custodio, Nazareth, PA, pending completion of requirements, as a part-time learning support instructional assistant for 4 hours/day, 5 days/week at the Truman Elementary School effective retroactive to September 4, 2007, at the 1st step of the 2007-2008 new hires' salary schedule for instructional assistants (\$11.87/hour).

[Replaces: Y. Davis, resigned]

C-9. Simpson Employment employ Amy Simpson, Alburtis, PA, as the diving coach for the 2007-2008 school term at the 2007-2008 contractual rate of pay for this position (\$1,270).

C-10. Hilaire Freshman Class Advisor employ Stephen Hilaire, Fountain Hill, PA, as the freshman class advisor for the 2007-2008 school term at the 2007-2008 contractual rate of pay for this position (\$1,031).

C-11. Chiriano Assistant Swimming Coach employ Carly Chiriano, Macungie, PA, as the assistant swimming coach for the 2007-2008 school term at the 2007-2008 contractual rate of pay for this position (\$2,526).

UNFINISHED BUSINESS (continued)C. Personnel Committee (continued)

C-12. Tobias JV Girls' Tennis Coach employ Matt Tobias, Allentown, PA, as the JV girls' tennis coach for the 2007-2008 school term at the 2007-2008 contractual rate of pay for this position (\$1,633).

C-13. Substitute List Additions approve the attached additions to the following substitute lists:

Teachers	(Board Information Item 10)
Guest Teachers	(Board Information Item 11)
Emergency Teachers	(Board Information Item 12)
Cafeteria Workers	(Board Information Item 13)
Clerical Workers	(Board Information Item 14)
Instructional/Non-Instructional Assistants	(Board Information Item 15)

C-14. Substitute List Deletions approve the attached list of deletions to the following substitute lists:

Teachers	(Board Information Item 16)
Nurses	(Board Information Item 17)
Cafeteria Workers	(Board Information Item 18)
Clerical	(Board Information Item 19)
Custodians	(Board Information Item 20)
Instructional Assistants/ Non-Instructional Assistants	(Board Information Item 21)

C-15. Mink Retirement accept with regret the resignation, due to retirement, of Mary C. Mink as a part-time cafeteria worker at the Salisbury High School effective retroactive to September 4, 2007. **(Board Information Item 31)**

C-16. Department Chairs employ the following as department chairs for the 2007-2008 school term at the 2007- 2008 contractual rate of pay (\$2,652) for each:

Beth Barber for the FCS/Business Department
Jacqueline Miller for the Arts Department

C-17. Rossetti Employment employ Katherine L. Rossetti, Lake Harmony, PA, as a special education teacher at the Salisbury High/Middle Schools effective date to be determined at the 4 M step of the 2007-2008 teachers' salary schedule \$51,871 (prorated).

[Replaces: K. Snyder, resigned]

UNFINISHED BUSINESS (continued)E. C. Personnel Committee (continued)

C-18. Hunsberger
Employment employ Joyce C. Hunsberger, Telford, PA as a part-time French teacher at the Salisbury High School (43%) effective September 24, 2007, for the 2007-2008 school term at the 5 M +30 step of the 2007-2008 teachers' salary schedule (prorated salary of \$28,720.00).

[Replaces: W. Arbushites, resigned]

VOTE:	YES	--	<u>8</u>
	NO	--	<u>0</u>
	ABSTENTIONS	--	<u>0</u>
	ABSENT	--	<u>1</u>

Motion carried.

D. Allentown Public Library Mrs. Cusick reported on the Summer Reading Program. There were 42 students from HST, 27 from WSE, 9 from SMS, and 40 pre-K students from Salisbury that participated in this year's program. There are currently 9,708 registered Salisbury borrowers of books.

The library is continuing its fundraising and has received several grants.

E. Carbon Lehigh
Intermediate Unit

Mrs. Ziegler attended the August 17th meeting. Some items discussed were the sale of the old CLIU building to LCCC for \$6.3 million. These funds will be put into a Capital Reserve Fund. Also, the preliminary layout of the budget was presented. CLIU has done cross training with some school districts.

Mrs. Ziegler was elected treasurer of the CLIU Board.

F. Lehigh Carbon
Community College

Mr. Mantz reminded the Board members that the President's Desk High School Connection report and the Sponsoring School District Updates are included in their packets for review. There are now 4 dual enrollment courses being offered to students. The new course this year is an on-line business course.

part- Mr. Mantz attended the Board of Trustee meeting at which information on enrollment statistics was presented. The full-time enrollment is up 2.7%, time enrollment is down 4.6%, and distance learning enrollment is up 8%.

The naming of the new library will be taking place soon. The new library is the former CLIU building. The building has been completely renovated and is a state of the art building.

F. Lehigh Carbon
Community College (continued)

LCCC is continuing to prepare for the Middle States site visit in April.

The future funding issue for LCCC will be discussed at the Fall retreat.

G. Lehigh Career and
Technical Institute

Mr. Reinsmith attended the August 22nd meeting at LCTI. He told the Board members there were numerous personnel changes on the agenda. The Academic Center enrollment is approximately 300 students. Salisbury currently has 3 students enrolled.

Mr. Reinsmith invited the Board members to attend the LCTI building dedication on Friday, September 28th.

Mr. Giordano asked how many Salisbury 9th grade students are attending LCTI this year and if they go full days or half days. Dr. Beauchemin responded we currently have 20 students attending the half-day program.

H. PSBA Legislative
Policy Council

payment
for

Mrs. Miller called the Board's attention to Item 22 in their packets from PSBA regarding the Board's items that were submitted for the 2008 PSBA Legislative Platform. Two of our 3 recommendations were accepted. A school finance item was amended to add "any tax-exempt properties currently operating with 'in lieu of taxes' agreements with school districts" to the list to receive automatic

increases in lieu of taxes. Our recommendation to support legislation allowing

Act 1 exemption for financial losses due to court-ordered tax appeals was not accepted.

Mrs. Miller will be attending the PSBA Legislative Policy Council state-wide meeting in Hershey on October 4th. The legislative platform will formally be adopted at this meeting.

The US House has released a "discussion draft" for reauthorization of NCLB. Highlights include initiatives directed toward high-need districts to maintain the highest quality teaching staff, and assessment for students with disabilities and English language learners. Also, stipulations to reauthorize the Safe & Drug Free Schools and Communities Act and the requirement for the US Department of Education to conduct a study on the extent and types of food marketing in schools was included in this discussion draft.

All public schools are now required under federal law to teach students about the US Constitution every September 17th.

H. PSBA Legislative
Policy Council (continued)

HB 216 would require automatic fire suppression systems for engine fires.
HB 1183 would prohibit school bus drivers from using any type of cellular phone while operating a bus.
HB 1793 would prohibit the use of school buses beyond the 12th year from the date of manufacture.

Next week the state Board of Education will meet with its primary topic being the Graduation Competency Assessment Proposal.

Solicitor's Report

No Report

Superintendent's Report

Dr. Wright reported that the final allocation for the Classrooms for the Future Grant was awarded. Salisbury will be receiving \$162,577. We had originally applied for \$347,928. We are grateful for the award but must now work hard to modify our original plan which was dependent on \$347,928. Randy, Heather, and the high school staff will make the modifications to the plan. The Board will be receiving frequent updates on the implementation of the grant.

space,

The investigation of moving 9th grade to the high school continues as we explore the implications to the middle and high school. District personnel will work to identify changes that would take place with regard to building structure and personnel, curriculum, schedules, etc. Research is clear that 9th graders are better served socially, emotionally, and academically in a high school environment. We will put together a comprehensive view of what changes we could expect if 9th grade is moved. This report will provide the Board with information necessary to make a decision to either move 9th grade or keep it at the middle school. We will have the report ready for either the Curriculum & Technology meeting in January or the Operations meeting in February.

The professional development focus for 2007-2008 is on emerging literacy for our K-3 staff and academic literacy for our 4-12 staff. All teachers and administrators participated in 3 days of training related to emerging or academic literacy. Two additional days of training are being scheduled. The exciting thing about this literacy initiative is that the training incubated from discussion is making this a grass roots initiative rather than one forced from the top down. Dr. Wright thanked Dr. Beauchemin for her hard work.

Dr. Wright updated the Board on the School Reach program, the automated telephone message notification system. The system is up and running. Any number of telephone numbers can be added to the system. Parents can receive messages on their home phones, office phones, and cell phones.

Security badges will be worn by all school district personnel. Pictures have been

taken of each employee and most badges are complete.

STSD Board of School Directors Meeting

(12)

September 19, 2007

Superintendent's Report (continued)

Dr. Wright informed the Board the Debbie Galbrith is the new editor of the Salisbury Press. Dr. Wright congratulated Debbie and thanked her for all the positive press she has given to Salisbury.

The November Operations meeting will be changed from November 12th to November 5th.

Dr. Wright handed out a 6-year enrollment trend report in light of the fact that the 3rd day enrollment report was included in the Board members packets. Several Board members questioned some of the huge changes in enrollment in certain grades from 1 year to another. Dr. Wright noted these figures will differ from the end of the year reports.

The district newsletter was recently sent to all residents of the school district. It is our plan to send 1 out in the first semester and 1 in the second semester, possibly in January or February.

New Business

Mrs. Feinberg asked if a plan for graduation has been completed. Dr. Wright responded that no specific plans have been set and asked for the Board's input. Some students wish to bring graduation back to the high school field but then there is the problem of moving the ceremony into the gym in case of inclement weather. In this scenario, tickets would be limited. A discussion ensued by members on this topic.

Board

Citizen's Inquiries

And Comments

Mrs. Rebecca Glenister, 2902 Edgemont Drive, Allentown told the Board that she really liked the newsletter and she will encourage residents to complete the kindergarten survey.

Mrs. Glenister thanked the Board for the class size guidelines. Her son is benefiting from this since there are only 17 students in his 3rd grade class.

Mrs. Glenister is hopeful the Board will consider a full-time gifted teaching position at Western Salisbury Elementary.

Announcements

Curriculum & Technology Committee Meeting – Monday, September 24, 2007 – 7:00 p.m. –
Administration Building

Operations Committee Meeting – Monday, October 8, 2007 – 7:00 p.m. –
Administration Building

Announcements (continued)

Executive Session – Wednesday, October 17 , 2007 – 6:45 p.m. –
Administration Building (to discuss personnel issues)

Date of Regular Board Meeting – Wednesday, October 17, 2007 – 7:30 p.m. –
Administration Building

Curriculum & Technology Committee Meeting – Monday, October 29, 2007 – 7:00 p.m. –
Lehigh Carbon Community College, Alumni Center

Board Information

1. Amendment to Agreement for Pupil Transportation
2. Recommended Summer 2008 Projects
3. Per Capita List, 2007-2008
4. County of Lehigh, Tax Duplicate Correction
5. Summary of Changes in Assessed Valuation
6. Letter dated September 11, 2007, to Dr. Wright and Board from Mrs. Snyder
7. Letter dated August 21, 2007, to Mrs. Steiger from Ms. Bitar
8. Letter dated August 9, 2007, to Mrs. Pfingstler from Ms. Bachman
9. Letter dated August 20, 2007, to Ms. Morningstar from Ms. Werkheiser
10. Additions, Substitute Teachers' List
11. Additions, Substitute Guest Teachers' List
12. Additions, Substitute Emergency Substitute Teachers' List
13. Additions, Substitute Cafeteria Workers' List
14. Additions, Substitute Clerical List
15. Additions, Substitute Instructional/Non-Instructional Assistants' List
16. Deletions, Substitute Teachers' List
17. Deletions, Substitute Nurses' List
18. Deletions, Substitute Cafeteria Workers' List
19. Deletions, Substitute Clerical List
20. Deletions, Substitute Custodians' List
21. Deletions, Substitute Instructional/Non-Instructional Assistants' List
22. Letter dated August 22, 2007, to Mrs. Famularo from Mr. Allwein
23. 3rd Day Enrollment Report, 2007-2008
24. CLIU Minutes, July 16, 2007
25. CLIU Board Briefs, August 20, 2007
26. LCCC President's Desk, July 2007
27. LCCC Sponsoring School District Update, September, 2007
28. September Newsletter, HST
29. September Newsletter, WSE
30. STSD Calendar, 2007-2008
31. Letter dated September 17, 2007, to Mrs. Steiger from Mrs. Mink

Adjournment

Motion by Pauloski, seconded by Reinsmith, to adjourn the meeting at 9:08 p.m.

VOTE:	YES	--	<u>8</u>
	NO	--	<u>0</u>
	ABSTENTIONS	--	<u>0</u>
	ABSENT	--	<u>1</u>

Motion carried.

Susan H. Famularo
Board Secretary

Ann E. Homiak
Assistant to Board Secretary