

## REGULAR SCHOOL BOARD MEETING MONDAY, AUGUST 28, 2006

The Board of the Davenport Community School District met in open session for their Regular Meeting on Monday, August 28, 2006, pursuant to law and the rules of said Board. The meeting was held in the Media Center of Adams Elementary School, 3029 North Division Street, Davenport, Iowa, in said district. President Zamora called the meeting to order at 7:00 PM.

The following board members were present: President Patt Zamora; Directors Richard Clewell, Nikki De Fauw, Katie Hanson, Ralph Johanson, Larry Roberson, and Tim Tupper. Superintendent Almanza and other administrators were also present for the meeting.

### RECOGNITIONS

#### I. RECOGNITIONS

##### A. **2006 Davenport Community Schools Energy Conservation Awards – *Presented by Bill Good, Director of Operations***

Mr. Good recognized continuing efforts shown by our schools and staff to conserve and optimize our limited school district resources. As part of our comprehensive conservation program, we regularly recognize and reward schools and programs making concerted efforts in our district. Again this year we have a number of high performing schools who will receive new computers for their buildings in acknowledgement of their outstanding efforts. These schools have shown progress over previous years: **Kimberly Center, Buffalo, Hayes, McKinley, and Wilson.**

The following schools were recognized for 25% to 30% savings over their first year in the program ('02-'03): **Adams, Blue Grass, Buchanan, Eisenhower, Fillmore, Lincoln, Truman Elementaries; Walcott Education Center, and Williams Intermediate.** Though all conservation initiatives are noteworthy, in the past year **Garfield Elementary School** showed a savings of 37% over their base year. Several staff members and administrators from the schools were present for the recognition and their contributions were mentioned.

Mr. Good said our district has been recognized regionally and nationally in past years. In October at Pittsburg, PA we will receive national recognition through the International Association of School Business Officials by accepting the Pinnacle of Excellence award. "The Pinnacle Award recognizes innovative and outstanding practices, meaningful contributions to the improvement of school district efficiency, and new ideas which have resulted in significant contributions to school entities the profession of school business management." Mr. Good announced (though we have not been officially notified) that the Environmental Protection Agency has recognized the Davenport Schools as an Energy Star Leader, one of only 15 school districts nation-wide to have received this recognition. The EPA indicated our school district is the first in the nation to realize measured savings in two major categories (district wide energy efficiency improvements of 25% or more and district wide energy ratings placing us in the top 25 percentile of schools for energy efficiency).

Since the 2003-2004 school years, we saved over one million dollars (**\$1,071,875**) as a result of our comprehensive energy management strategies. The Davenport School District is a proven leader nationally in energy conservation which indicates our community commitment to utilizing our limited resources responsibly.

## COMMUNICATIONS

### II. COMMUNICATIONS

- A. Thursday, August 31, 6:30 PM, “**Meet the Candidates**”, sponsored by United Neighbors, 808 Harrison Street (open forum to have an opportunity to meet and talk with school board candidates)
- B. Monday, September 4 – No school – Labor Day
- C. Monday, September 11; 5:30 PM Committee of the Whole, Adams Elementary School Media Center
- D. **Tuesday, September 12 – School Board Election Day**
- E. Monday, September 18; 6:30 Reception hosted by the PTA Council for School Board and Student Board Members followed by the Organizational Board Meeting at 7:00 PM; Adams Elementary School Media Center.
- F. Wednesday, September 20; 3:45 PM, Board Policy Committee, Administration Service Center, Conference Room A
- G. Monday, September 25; 3:45 PM, Legislative Advocacy Committee, Administration Service Center, Conference Room A
- H. **Open Forum**  
David Svoboda, 3235 Fernwood Court, Davenport shared his views on “corporal punishment” and a ban in relation to Central High School’s marching band. He talked about the importance of the band members running laps and doing pushups in order to build up their endurance and get them focused. He had been told the Board put a ban on this type of activity and it was listed in the Discipline Policy under “corporal punishment”. David said when students were marching over time, they loose focus; the pushups and running will re-engage their attention. When it gets cold, muscles lock up and it helps to run laps. David said the view from the administration was students were upset with this “punishment” and felt it was embarrassing or degrading. He felt it helped students with marching and stopped them from being out of tune with the rest of the band. He was in support of the exercises. With regard to people saying they were embarrassed, entire sections had to run or do pushups, so it was not just one individual being singled out.  
Paul Baresel, 2012 Elm Street, Davenport explained how David and he researched the history of doing the pushups and running laps for the band. He talked about earlier rivalries between the high schools because of one marching band being perceived better than another. Students went back and forth between the schools because of the marching band. Paul felt we must continue with this type of conditioning and “corporal punishment” to get kids in shape to perform. We have excelled in our marching bands over the years. Push ups and running laps was important because it helps people march longer and builds stamina. We must continue to allow this to occur. We would like a public debate on the topic so we can have a better discussion about the issue in the open.

## CONSENT AGENDA

### III. CONSENT AGENDA

To conserve time and focus attention on non-routine matters on the agenda, the Board considered a number of items grouped together as a Consent Agenda, all items to be approved in one motion.

#### **A. Reading of the Minutes of the Last Regular and Intervening Meetings**

The minutes from the last regular board meeting and intervening meetings were presented for approval as follows: Regular Board Meeting August 14, 2006 and Special Call Board Goal Workshop August 21, 2006.

#### **B. Personnel: Appointments, Resignations, Retirements, Supplemental Contracts, Etc.**

##### RESIGNATIONS/TERMINATIONS: SUPPLEMENTAL CONTRACTS

Bowrey, Lance	7%
7 <sup>th</sup> Grade Football Assistant	\$1,786.00
Wood Intermediate	

Elmore, David	6%
Team Leader	\$1,531.00
Sudlow Intermediate	

Hatfield, Terry	7%
8 <sup>th</sup> Grade Boys' Basketball	\$1,786.00
Wood Intermediate	

Moses, Dale	7%
7 <sup>th</sup> Grade Boys' Basketball, 2 <sup>nd</sup> Team	\$1,786.00
Walcott Intermediate	

Moses, Dale	7%
8 <sup>th</sup> Grade Boys' Basketball, 2 <sup>nd</sup> Team	\$1,786.00
Walcott Intermediate	

##### APPOINTMENTS: SUPPLEMENTAL CONTRACTS

Amendt, Julie	6%
HS Department Chair	\$1,531.00
Central High	

Ballard, Mark	6%
Intramurals	\$1,531.00
Wilson Elementary	

Barsness, Valerie	6%
Team Leader (.5)	\$765.50
Smart Intermediate	

<del>Day, Amber</del>	<del>8%</del>	<b><u>(Rescinded 9/18/06)</u></b>
<del>8th Grade Volleyball</del>	<del>\$2,041.00</del>	
<del>Young Intermediate</del>		
Dietz, Jeff	8%	
Assistant Freshman Football	\$2,041.00	
West High		
Finn, Laura	15%	
Teacher-In-Charge (.5)	\$1,913.50	
Washington Elementary		
Hofmann, Brad	7%	
8 <sup>th</sup> Grade Boys' Basketball	\$1,786.00	
Wood Intermediate		
Hofmann, Brad	7%	
7 <sup>th</sup> Grade Football Assistant	\$1,786.00	
Wood Intermediate		
Huggins, Kristin	6%	
Department Head	\$1,531.00	
Young Intermediate		
Hughes, Ralph	9%	
Grade 9 Football	\$2,296.00	
West High		
Jurgena, Vince	10%	
Assistant Varsity Girls' Swimming	\$2,552.00	
Central High		
Kern, Gregory	10%	
Assistant Sophomore Football	\$2,552.00	
West High		
Ogden, Debra	6%	
Department Head	\$1,531.00	
Wood Intermediate		
Pasvogel, Shannon	6%	
Team Leader	\$1,531.00	
Sudlow Intermediate		
Schaeffer, Bonnie	15%	
Teacher-In-Charge (.5)	\$1,913.50	
Washington Elementary		
Seifert, Micah	12%	
Assistant Varsity Football	\$3,062.00	
West High		

Smith, Keith 20%  
 Activities Manager \$5,103.00  
 Young Intermediate

~~Smith, Keith 7% (Rescinded 9/18/06)~~  
~~7th Grade Football Assistant \$1,786.00~~  
~~Young Intermediate~~

Staerk, Ellen 8%  
 7<sup>th</sup> Grade Volleyball \$2,041.00  
 Young Intermediate

Washam, Ron 5%  
 Assistant Varsity Boys' Golf \$1,276.00  
 Central High

APPOINTMENTS: CERTIFICATED

Chapman, Elizabeth Degree: M.S. – Step 5  
 Science Effective: August 24, 2006  
 KCAE Salary: \$35,323.00 prorated to \$35,132.06  
 for the remaining 184 days of the 2006-07 year

Dyer, Maureen Degree: M.A. – Step 1  
 Language Arts Effective: August 24, 2006  
 Wood Intermediate Salary: \$30,090.00 prorated to \$29,927.35 for  
 the remaining 184 days of the 2006-07 year

Fox, Kyle Degree: B.S. – Step 1  
 Physical Education/Health Effective: August 24, 2006  
 North High Salary: \$26,165.00 prorated to \$26,023.57  
 for the remaining 184 days of the 2006-07 year

Hankins, Jessica Degree: M.S. – Step 1  
 Counselor (188 days) Effective: August 23, 2006  
 KCAE Salary: \$30,577.95

Howe, John Degree: B.A. – Step 1  
 Language Arts Effective: August 23, 2006  
 Walcott Intermediate Salary: \$26,165.00

Nicoletto, Sara Degree: B.A. – Step 6  
 Spanish Effective: August 23, 2006  
 Williams Intermediate Salary: \$32,706.00

Poskin, Carissa Degree: M.A. – Step 1  
 Special Education – BD Effective: August 23, 2006  
 Central High Salary: \$30,090.00

Rutin, Carla Degree: B.S. + 15 – Step 5  
 Math (.5) Effective: August 23, 2006  
 Central High Salary: \$18,315.50

Schaeffer Hansen, Brenda  
Business Education  
KCAE

Degree: B.Ed. – Step 1  
Effective: August 23, 2006  
Salary: \$26,165.00

Terronez, Jennifer  
Counselor (188 days)  
Wood Intermediate

Degree: M.S.W. – ~~Step 2~~ **Step 3**  
Effective: August 23, 2006  
Salary: ~~\$31,907.46~~ **\$33,236.37 (9/18/06)**

Verdon, Lisa  
Special Education – MC/SCI  
West High

Degree: B.A. +15 – Step 11  
Effective: August 23, 2006  
Salary: \$40,556.00

**CORRECTION TO 6/12/06 BOARD MINUTES – Appointments (Certificated)**

Schulte, Michael  
Science  
Smart Intermediate

~~Degree: B.A. – Step 9~~ M.A. – Step 9  
Effective: August 23, 2006  
Salary: ~~\$37,939.00~~ \$40,556.00

**CORRECTION TO 7/10/06 BOARD MINUTES – Appointments (Certificated)**

Olmi, Michael  
Special Education – BD  
Monroe Elementary

RESCINDED

RESIGNATIONS/TERMINATIONS: CLASSIFIED

Brooks, Julia  
Para Educator  
Central High

Effective: August 9, 2006  
Years of Service: 5 yrs 10 mos  
Reason: Other District Employment

Carrillo-Alfaro, Virginia  
Para Educator  
Jefferson Elementary

Effective: August 15, 2006  
Years of Service: 1 yr 9 mos

Gilliland, Jason  
TAP Facilitator  
ASC

Effective: September 30, 2006  
Years of Service: 5 yrs 11 mos

Howard, Michael  
Para Educator  
North High

Effective: August 3, 2006  
Years of Service: 11 mos

Phillips, Mary  
Para Educator  
West High

Effective: August 16, 2006  
Years of Service: 7 yrs

Ryan, Matt  
Para Educator  
North High

Effective: August 4, 2006  
Years of Service: 1 yr 10 mos

Tensley, Joseph  
Campus Security  
Smart

Effective: August 14, 2006  
Years of Service: 1 yr

## LEAVES OF ABSENCE: CLASSIFIED

Reed, Margaret  
Para Educator  
Jefferson Elementary  
Effective: August 14, 2006 - January 22, 2007

Roberson, Heather  
Para Educator  
Kimberly Center  
Effective: August 28, 2006 - January 17, 2007

## RETIREMENTS: CLASSIFIED

Frick, Karen  
Para Educator  
Walcott Elementary  
Effective: August 11, 2006  
Years of Service: 25 yrs 11 mos

Petersen, Susan  
Para Educator  
Garfield Elementary  
Effective: August 11, 2006  
Years of Service: 9 yrs

## APPOINTMENTS: CLASSIFIED

Brooks, Julia  
Clerk II 12 Month  
ASC  
Effective: August 10, 2006  
Salary: \$10.31/hr  
Hours: 8 hrs/day

Hartley, Elizabeth  
Para Educator  
Wilson Elementary  
Effective: August 28, 2006  
Salary: \$8.14/hr  
Hours: 3.25/day

Scott, Mary  
Food Service Worker  
Williams Intermediate  
Effective: August 18, 2006  
Salary: \$7.60/hr  
Hours: 2.5 hrs/day

**MOTION:** Director Tupper moved the Board approve the Consent Agenda as presented. Director Clewell seconded the motion.

The vote on the motion was called and recorded as follows. Ayes: Tupper, Clewell, De Fauw, Hanson, Roberson, Johanson, and Zamora. The motion carried unanimously.

## APPROVAL OF BILLS

## IV. APPROVAL OF BILLS

**MOTION:** Director Clewell moved approval of the following resolution: "Resolved that all claims presented to the Board having been duly certified as correct by the Secretary, and reviewed by the administration and Board Treasurer, the same be and they are hereby audited and allowed as just claims and warrants drawn on the Treasury for the several amounts. Further Resolved, that the payment of claims and salaries be approved as presented with the exception of voided check #186872 for \$90 and temporarily holding one check pending additional review #186884. Director De Fauw seconded the motion.

The vote on the motion was called and recorded as follows. Ayes: Clewell, De Fauw, Tupper, Johanson, Roberson, Hanson, and Zamora. The motion carried unanimously. (Note: Check #186884 for \$131 was authorized for distribution after further review.)

## OTHER ITEMS REQUIRING ACTION

### V. OTHER ITEMS REQUIRING ACTION

#### A. DISTRICT MEDICAL DIRECTOR SERVICES 2006-07

On July 10 the Board approved extension of a contract to the current service provider until August 31. They requested information on other options before continuing with the contract for the remainder of the year. The administration recommended a new medical director for the 2006-07 school year.

**MOTION:** Director Tupper moved the Board approve the administration's recommendation to appoint Dr. Greg Garvin to provide Medical Director Services to the Davenport Community School District for the 2006-2007 School Year at a monthly cost of \$525 per month. Director Hanson seconded the motion. (Genesis Health Group)

Director Johanson asked why the change was recommended by the administration. Mrs. Cirivello explained the Board requested additional quotes for services and three physicians were contacted. After discussion with district nurses and listening to their concerns, it was felt having a pediatrician in this position was the best option. There were two physicians who submitted quotes and the contract will be for 10 months to coincide with a July 1 renewal next year. The current provider had a focus on adult issues because that was her practice. We were pleased with the services received, but at this point felt an expertise in pediatrics would assist the district better.

Superintendent Almanza said the new physician was associated with the Genesis Health Group. Since we were looking for a pediatrician and implementation of the wellness policy for our students, contracting with Dr. Garvin made sense. Director Tupper expressed appreciation for having this matter researched.

The vote on the motion was called and recorded as follows. Ayes: Tupper, Hanson, Roberson, Clewell, Johanson, De Fauw, and Zamora. The motion carried unanimously.

## DISCUSSION ITEMS

### VI. DISCUSSION ITEMS

#### A. WORKERS' COMPENSATION SERVICES 2006-2007

Donna Cooper said the administration was responding to a request from the Board to address the workers compensation survey and responses received from people who had been injured on the job. The results from employee surveys were shared as well as the loss ratio comparison. Mrs. Cooper presented information on functional screening, claim costs since moving to Work Fitness, and the benefits from our Work Fitness relationship. A copy of the "Injured Employee Satisfaction Survey" and the comparison results were presented. In summary we are reducing costs, employee satisfaction is at a high level, the Work Fitness Center is positively assisting the District, and maintaining

our relationship with them is in the best interest of the District.

Board members asked questions about a variety of worker compensation issues. They received responses addressing concerns from the administration, the superintendent, and from Scott Saveraid, President of Ruhl and Ruhl Insurance. Mr. Saveraid serves on our district-wide insurance committee for liability insurance, and he handles the worker compensation piece. The dialogue addressed analysis of claims, reductions in claims, self insurance, and impacts on rates being charged.

## **B. AEA DIRECTOR DISTRICTS 1 AND 2 ELECTION**

President Zamora explained the election of AEA board members would be conducted by mail-in ballot in each Director District in which an election is to be held. Prospective candidates submitted Statements of Candidacy by August 15, 2006. Boundaries maps showed the area covered by each of the two districts. Candidates for the AEA Board needed to be an elector and resident of the Director District, may be a local school district director, but may not be a school district employee. Ballots were sent to the President of the School Boards of each of the school districts in the Director Districts where an election was scheduled. Jeanita Harris filed for Director District #1 and David Swim filed for Director District #2. The procedure was for the school districts in the area to cast one vote each for AEA Director District #1 and #2 positions. Ballots must be returned to the AEA Board Secretary by September 30, 2006. At the September 18 meeting our Board will vote to fill the positions of AEA Director Districts by authorizing our Board President to cast the weighted vote.

## **C. BOARD GOAL AND PRIORITIES FOR 2006-2007**

The Board continued discussion and reviewed their major student achievement goal and the priorities they wanted to accomplish during the 2006-2007 school year. Board members spent time at two workshops evaluating previous goals, brainstorming ideas, and outlining their strategies to use for measuring success and outcomes. Additional discussion and revisions for wording of the goal and priorities was done. Director Johanson wanted a point added dealing with work on a "vision" by the Board. Director De Fauw presented more suggestions on wording and reformatted ideas for the goal sheet.

It was emphasized by board members there should only be one goal for student achievement and then points underneath should deal with measurement of objectives or listing priorities. Board members wanted to make sure this idea of having one goal was very clear and it would stand out alone. Director Clewell added comments about legislative objectives and priorities statement. President Zamora asked about a statement on finances, but Director Tupper felt the list was sufficient at this time. It was suggested the word "collaborative" be removed from the initial goal statement because it was not necessary, but implied.

The updated and revised Board Goal would be reviewed one more time at the Committee of the Whole meeting September 11 before final approval on

September 18<sup>th</sup>. Superintendent Almanza said the original draft had been shared with the Executive Team and they had good discussion of the ideas.

#### **D. BOARD POLICIES**

Director Clewell announced he was resigning from the Policy Committee but Director Johanson would present various policies discussed at the last meeting. Director Johanson noted the policies were being reviewed on a five-year cycle and a schedule of policies under review will be done throughout the school year.

Policy 103.06 – Director Johanson presented revisions in the policy on Public Performance by Students. Director Roberson asked if the policy wasn't already addressed under the Code of Conduct. He thought it was redundant and not necessary to list in two places. He wanted review by the committee. Director Johanson explained how the committee looked at what was process and regulation. This was listed in the community section of the policy book where a parent or community member might look for guidance on public performances.

Policy 103.07 – Director Johanson said "Contests for Students" was interpreted by the Policy Committee to be more of an administrative regulation so we edited the policy. There was an addition which matched other policies dealing with discrimination. President Zamora asked about the term "creed" and wanted a better definition. Director De Fauw explained the changes reflected "terms" used in other policies which matched the City code for reference. Director Roberson asked if this policy was needed because he felt it fell under the Code of Conduct policy and was redundant.

Policy 103.08 – Director Johanson explained the policy on "Gifts to Students" was recommended for deletion because of enforcement and defining what an actual gift was. The Board discussed interpretation of "gift" versus awards and asked if this was a concern for our staff. Dr. O'Melia said there had not been concerns but there are various interpretations about what a gift might be, i.e. pencils, gum candy, or books, etc. Superintendent Almanza said this policy related to staff relations with students and what was appropriate. Several board members listed examples of when students worked for a teacher and received a thank you gift, and they wondered if this could be considered inappropriate. Director Roberson said the policy said no gifts are allowed.

Policy 103.10 – Director Johanson said this policy on "Student Use of Commercial Facilities" was recommended for deletion because it was addressed by Policy 103.11 Community Use of District Buildings, Sites and Equipment.

Policy 103.13 – Director Johanson said this policy was reworded for clarification and addressed the "Loan of School Equipment" in buildings. There was a discussion about consistency and allowing one building to have one set of rules and another building using different rules. Instead of allowing the "principal" to have this authority, some board members wanted the "superintendent or superintendent's designee" to be responsible. If the superintendent wanted to appoint the principal to make the decision, then the Board would hold the superintendent responsible for any problems. The fee needed to be consistent across the district. Superintendent Almanza said he was accustomed to having

the principals run their buildings and usually the use of the building equipment was under the principal's control. He will review this with staff and help the policy committee on the wording to be consistent.

Policy 202.01 – Director Johanson said the policy on “Internships” was recommended for deletion because it wasn't being used anymore.

It was noted an additional policy was under review #103.03 Gifts to School Personnel but it was not ready at this time. The policy was being sent to legal council to check on required wording before being presented to the Board.

## ADMINISTRATIVE AND BOARD REPORTS

### VII. ADMINISTRATIVE & INSTRUCTIONAL REPORTS/BOARD REQUESTS

- A. Superintendent Almanza responded to the issue of “corporal punishment” brought up during Open Forum. This came out of a discussion with Central Band staff and he wanted to know how the Board wanted to learn more about the matter. He could present a written response or present something at a meeting. Director Tupper requested information in the packets would be sufficient.
- B. Director Clewell complimented David and Paul for their presentation. He remembered that Paul had gone with the Legislative Advocacy Committee to Des Moines and he spoke to the legislators.
- C. Director Clewell requested information on two issues: 1) What percentage of high school students paid for subscriptions to the high school newspapers; 2) Based on the 2005-06 school year, what is the expected cost to provide the newspaper free to all students?
- D. President Zamora requested information and an agenda item on an item she requested previously. She would like hard data showing the middle school concept increases achievement or radically decreases behavior problems.

### VIII. BOARD REPORTS

- A. Legislative Advocacy Report: Director Clewell updated the Board on activities from the Legislative Advocacy Committee. People had received a copy of the minutes from the IASB workshop conducted with other school boards in August. We will have a follow-up meeting with representatives from North Scott, Bettendorf, Pleasant Valley, Davenport, and the AEA to come up with an action plan for the group and continuation of the process. A couple people met with the local Farm Bureau agency. Their policy on public education is amazing and we will share with the Board. They will talk about issues and we want to talk more about legislative advocacy with them. They are very interested in Iowa children. We will be getting together with people from DEA and talk about a future meeting with teachers. This will be with all teachers and not just members of the DEA but we need to have additional discussions. DEA is planning on hosting a candidate forum for the November election and we hope people will participate in this event. We will be open to dialogues as we meet with groups. Additional plans are being developed to work with the group from May that discussed legislative advocacy for preschool education needs.

- B. Director Roberson said he participated in the workshop with other school board members and there was a lot of energy from people. He was excited to listen to other board members in our area but there wasn't enough time for all the discussions topics and maybe too much time spent on introductions.
- C. President Zamora thanked the members of the committee for their efforts and hopefully this will produce additional money for education this year.
- D. President Zamora wanted to compliment Barbara Coloroso on her wonderful presentation on "The bully, the bullied, and the bystander". There were many comments from staff on how much they learned. However, President Zamora said she was disappointed not more people attended the free evening event at North High on August 24.
- E. Director De Fauw thanked the Board and district for supporting Bethany for Children & Families in their efforts to provide this workshop training opportunity for the staff and community. The only thing better would have been if we had filled the auditorium at North High. The training will better equip people to deal with the real problems of bullying.
- F. Vice President Roberson complimented Director De Fauw on her efforts and participation in the workshop training opportunities on bullying.
- G. President Zamora reminded the Board of the invitation to attend lunch at the Falcon's Perch on Friday, September 1 at 11:45 AM. It is an amazing facility at West High and everyone should go over and see the dining area.
- H. Urban Education Network (UEN) Emerging Issues: Director Clewell talked about the turnover of staff with UEN and the emerging issues were not understood. These areas have gone below the radar and he will try to coordinate with UEN. If board members have issues that are not being addressed with the IASB priorities, he would like to know what they are. Board members could send their ideas or suggestions to the board secretary and we will put them together for UEN. Some areas could include plans for economic development with the Iowa Values fund; federal control of curriculum that has come about with NCLB; understanding cultural poverty; and school viability and economics; equity of available computer technology; virtual schooling; reduction in funding for the arts curriculum, or lack of time to work on social development in the classroom. We will talk about these in November at the annual meeting and this will guide our discussions with legislators in the spring. Director Clewell needs the ideas by November 2.

## ADJOURNMENT

Board members agreed by consensus to adjourn. President Zamora declared the meeting adjourned at 8:45 PM.

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Linda Smith Kortemeyer, Board Secretary