

Souderton Area School District

760 Lower Road
Souderton, PA 18964

A regularly scheduled public meeting of the Souderton Area Board of School Directors was held Thursday, January 28, 2010 at the District Administrative Offices in the Tinner Board Room. The meeting was called to order at 7:05 PM by President Bernard S. Currie, followed by the Pledge of Allegiance.

Mr. Bruchak called the roll. Board members present were:

PRESENT:	Jill S. Basile	Matt Holliday
	Dr. R. Paul Baumgartner	Scott C. Jelinski
	William J. Brong	Ken R. Keith
	Bernard S. Currie	Thomas A. Kwiatkowski
ABSENT:	R. Bud Miller	
SOLICITOR:	Kyle Berman, Esq.	

Also present at the meeting were: Dr. Charles Amuso, Robert Bruchak, Stephen Bukowski, R. Bradley Clemens, Joseph Deady, Deb Doeblor, Henry Franz, Frank Gallagher, Karen Giannini, Christopher Hey, Bill Lukridge, Joseph McElwee, Alison, Moran, Krista Pierce, Jack Silva, a representative from the *Souderton Independent*, and the public.

REPORT OF THE STUDENT REPRESENTATIVES

Krista Pierce and Joseph McElwee

Joseph McElwee reported on the latest “Cocoa and Cram” session where over 200 freshman obtained study help to get ready for their exams. Krista Pierce spoke about the Winter Ball that will be held at the high school, along with the Winter Ball Fashion Show coming up in February. The basketball team is doing very well and is currently in first place. High school students will be starting a relief fund drive for the earthquake victims in Haiti.

RECOGNITION

Dr. Amuso noted that January is “School Director Recognition Month” in Pennsylvania. School Board members are elected by the public to perform the duties required by the Commonwealth of Pennsylvania and the Pennsylvania Department of Education. The Board members put in many long hours throughout the month at meetings and workshops, and do not receive compensation for their time. Dr. Amuso thanked all of the Board members for their service to the district.

PUBLIC COMMENT ON AGENDA ITEMS

Alison Moran, president of the Souderton Area Education Association, publicly thanked Mr. Brad Clemens for his many years of service to the Souderton Area School District and wished him well on his upcoming retirement from the district. Mrs. Moran noted that Mr. Clemens has worked very hard this year to move relationships forward between the teachers' union and the Board.

REPORT OF THE PRESIDENT

Bernard S. Currie

Recommendation to Approve Retirement

R. BRADLEY CLEMENS Assistant to the Superintendent/Director of Human Resources
Effective: July 31, 2010
Years of Service in SASD: 36.5 years

Mr. Currie spoke about Mr. Clemens' long-time service to the district. He has hired over 50% of the current employees and works exceptionally well with the entire staff. Mr. Currie stated that Mr. Clemens and Dr. Amuso have developed an excellent succession plan and thanked Mr. Clemens for his many efforts and dedicated service over the years.

Dr. Amuso echoed the sentiments of Mrs. Moran and Mr. Currie regarding Mr. Clemens' work ethic. He spoke about how Mr. Clemens truly cares about the district, and how it is shown in his detailed efforts to hire the best possible employees available. Dr. Amuso thanked Mr. Clemens and wished him well in his retirement.

There was a motion by Mr. Jelinski and a second by Mr. Kwiatkowski to reluctantly accept the resignation/retirement of Mr. R. Bradley Clemens. The vote was taken, and on a vote of 8 to 0, it was

RESOLVED, That the Board accept the resignation/retirement of R. Bradley Clemens as Assistant to the Superintendent/Director of Human Resources, effective July 31, 2010.

Mr. Currie continued by noting that an Executive Session was held on December 30, 2009 to discuss financial issues. The session lasted 90 minutes.

An Executive Session was held on December 30, 2009 to discuss personnel matters. That session lasted five hours.

An Executive Session was held on January 6, 2010 to discuss potential litigation and personnel items. That session lasted 75 minutes.

An Executive Session was held on January 15, 2010 to discuss personnel matters. The session lasted 3.5 hours.

An Executive Session was held this evening prior to the Board meeting to discuss personnel items. The meeting lasted approximately 15 minutes.

CONSENT/ACTION AGENDA

Dr. Amuso presented the consent/action agenda to the Board and recommended approval of all items listed, unless a topic needed to be removed from the agenda for further discussion.

There was a motion by Mr. Brong, and a second by Mr. Keith, to approve the consent/action agenda as presented. The vote was taken, and on a vote of 8 to 0, it was

RESOLVED, That the Board approve the items listed on the consent/action agenda as listed:

Recommendation to Approve Minutes of the December 22, 2009 School Board Meeting.

Recommendation to Approve Financial Statements and Check Listings for December 2009.

EXHIBIT A

Recommendation to Approve Requests to Attend Conferences/Workshops

KEITH BUSSOM Social Studies, Indian Valley M. S.	Student Assistance Program Training Plymouth Meeting, PA February 2, 3, 4, 2010 (Tues., Wed., Thurs.) Total Expenses: \$1,752.00 (combined)
HEATHER GOSSLER Science/Language Arts, Indian Valley M. S.	Substitutes needed for all three teachers.
JOSHUA KLIMOVICH Social Studies, Indian Valley M. S.	Funded by Accountability Block Grant
EDWARD GALLAGHER K-12 Coordinator of Mathematics/ Head HS Football Coach	Pennsylvania Scholastic Football Coaches Association Kickoff Clinic Hershey, PA February 5-6, 2010 (Fri.-Sat.) Total Expenses: \$458.00-No substitute needed
KAREN FIORILLO Integrated Technology Teacher Indian Valley M. S.	Pennsylvania Educational Technology Expo and Conference Hershey, PA February 21-24, 2010 (Sun.-Wed.) Total Expenses: \$1,901.02 (combined)
BARBARA GARCIA Integrated Technology Teacher Indian Crest M. S.	No substitutes needed
BRENDA KRUPP Second Grade, Franconia Elem.	Reading Clubs in Action: How to Develop Real Readers Philadelphia, PA February 23, 2010 (Tues.) Total Expenses: \$302.00 – Substitute needed
DOUGLAS TRUMBOWER Second Grade, Franconia Elem.	
SHARON FUHRMAN Principal, Vernfield Elem.	Association for Supervision and Curriculum Development Annual Conference San Antonio, TX March 4-8, 2010 (Thurs.-Mon.) Total Expenses: \$2,304.00–No substitute needed

CONSENT/ACTION AGENDA (CONTINUED)

Recommendation to Approve Requests to Attend Conferences/Workshops (Continued)

NANCY CIANCHETTA
Science, Indian Valley Middle School
National Science Teachers Association
Conference
Philadelphia, PA
March 18, 2010 (Thurs.)
Total Expenses: \$318.00 – Substitute needed

ELISA SNEDAKER
District Bookkeeper/Payroll
Pennsylvania Federal Program Coordinators
Annual Conference
Hershey, PA
March 21, 2010 (Sun.)
Total Expenses: \$484.00
Funded by Federal Title I Funds

FRANK GALLAGHER
Director of Pupil/Special Services
Pennsylvania Federal Program Coordinators
Annual Conference
Hershey, PA
March 21-23, 2010 (Sun.-Tues.)
Total Expenses: \$908.00
Funded by Federal Title I Funds

Recommendation to approve the change of job description from Assistant to the Superintendent/
Director of Human Resources to Director of Human Resources effective August 1, 2010.

EXHIBIT B

PERSONNEL – PROFESSIONAL STAFF

Recommendation to Accept Resignation

KRISTIN LISJAK
Biology Teacher, Souderton Area High School
Effective: On or before February 15, 2010

Recommendation for Transfer

DANIEL GLATTS
Paid with PA Pact Funds
From: Technology Education, High School
To: Teacher on Assignment - Guidance Counselor,
High School
Effective: 2nd Semester – 2009-2010 School Year

Recommendations for Employment

RICHARD CURTIS
Replacement for
Daniel Glatts (transfer-TOA)
Education
Millersville Univ. (BS) 2009
Technology Education, High School
LONG-TERM SUBSTITUTE
Effective: 2nd Semester, 2009-2010 School Year
Experience
Fall 2009 – Manheim Township S. D.-High School-
Technology Education-Student Teacher
Recommended Salary - \$19,460 – B (1)

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – PROFESSIONAL STAFF (CONTINUED)

Recommendations for Employment (Continued)

MICHAEL DARCY

Replacement for

Karen Cantor (resigned)

Education

LaSalle Univ. (BS) 1994

Business Education, Souderton Area High School

LONG-TERM SUBSTITUTE

Effective: 2nd Semester, 2009-2010 School Year

Experience

March-December 2009 – Delaware Valley College-
Teacher Certification Intern Program

1999-2009 – Electronic Data Systems – Business
Planning Manager/Client Business Analyst

Recommended Salary - \$19,460 – B (1)

LAURA FARABAUGH

Replacement for

Tracy Borro (childrearing)

Education

Pennsylvania State Univ.
(BS) 1987

Second Grade, Vernfield Elementary

LONG-TERM SUBSTITUTE

Effective: 2nd Semester, 2009-2010 School Year

Experience

Sept. 2009-Jan. 2010- Souderton Area S.D. –

Vernfield Elem.–Long-Term Sub.–2nd Grade

Feb.-June 2009–SASD–Vernfield Elem.-Long-
Term Substitute–Kindergarten

Sept. 2007-Jan. 2008–SASD–Vernfield Elem.–
Long-Term Substitute-Kindergarten

2003-2008–SASD–Substitute Teacher

1996-1997–Kindercare, MD–Head Pre-School
Teacher

1993-1995–Kiddie Academy, MD–Kindergarten
Teacher

1988-1993-Washington, D.C. Public Schools-
Second & Third Grades

Recommended Salary - \$20,271 – B12 (1)

STEVEN GUSSOW

Replacement for

Dawn Curtis (childrearing)

Education

Univ. of Delaware (BS) 1975

Northwestern Univ. (MS) 1977

Drexel Univ. (Cert.) 2009

Mathematics Teacher, Souderton Area High School

LONG-TERM SUBSTITUTE

Effective: 2nd Semester, 2009-2010 School Year

Experience

Jan. 2009 – Present – Substitute Teacher Service

Fall 2008 – Student Teaching – Marple Newtown
High School

Recommended Salary - \$21,081.50 – B24 (1)

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – PROFESSIONAL STAFF (CONTINUED)

Recommendations for Employment (Continued)

JENNIFER HARP Fourth Grade, West Broad St. Elementary
Replacement for **LONG-TERM SUBSTITUTE**
Coleen McGowan (childrearing) Effective: 2nd Semester, 2009-2010 School Year
Education Experience
Gwynedd-Mercy College Sept. 2009-Jan. 2010 - Souderton Area S.D. –
(BS) 2008 Lower Salford Elem. – Long-Term Substitute –
Fourth Grade
2008-2009– SASD –Salford Hills Elem. –
Long-Term Substitute – Fourth Grade
Apr.-June 2008–SASD–Substitute Teacher
Spring 2008–Student Teaching–SASD –Vernfield
Elem.-Fourth Grade
Recommended Salary - \$19,460 – B (1)

ALYSSA MOONEY Biology Teacher, Souderton Area High School
Replacement for **LONG-TERM SUBSTITUTE**
Kristin Lisjak (resigned) Effective: 2nd Semester – 2009-2010 School Year
Education Experience
Kutztown Univ. (BS) 1999 2005-2007 – Charles D. Owen Middle School –
Gratz College (MA) 2005 Swannanoa, NC – Science Teacher
2002-2005 – Spring-Ford Middle School – Science
1999-2002 – Pottsgrove Middle School – General
Science – Sixth Grade
Recommended Salary - \$23,108.50 – M (1)

KAREN UBOWSKI Language Arts, Indian Crest Middle School
Replacement for **LONG-TERM SUBSTITUTE**
Jody Kilpatrick (childrearing) Effective: January 25, 2010 through the end of the
2009-2010 School Year
Education Experience
Southeastern Mass. Univ. (BS) Sept. 2009-Jan. 2010 - Souderton Area S.D. –
1987 Substitute Teacher
Boston College (M. Ed.) 1991 2008-2009 – SASD – Franconia Elementary –
Long-Term Substitute – Fourth Grade
Jan.-June 2008 – SASD – Salford Hills – Title V
Teaching Assistant
2005-2008 – SASD – Substitute Teacher
Recommended Salary - \$23,108.50 – M (1)

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – SUPPORT STAFF

Recommendation to Ratify Transfers

KEVIN FRONHEISER From: Substitute Custodian
Replacement for To: Part-Time Custodian, Indian Valley Middle School
Michael Swenk (transfer) Beginning: January 18, 2010
Wage: \$9.96 per hour
Hours: 4 per day

CORINNE HAGIN From: Secretary to Asst. Principal, High School
Replacement for To: Secretary to Supervisors of Special Education,
Danielle Breaux (transfer) District Office
Beginning: To be determined
Wage: \$17.20 per hour
Hours: 7.5 per day

JESUS HERNANDEZ From: Full-Time Custodian, West Broad St. Elem.
Replacement for To: Full-Time Custodian, High School
Sharon Marsh (leave) Beginning: January 18, 2010
Wage: \$18.84 per hour
Hours: 8 per day

PEGGY JACOBSON From: Substitute Café/Playground Aide, Oak Ridge
Replacement for To: Cafeteria/Playground Aide, Lower Salford Elem.
Colene Kuzmission Beginning: January 19, 2010
(resigned) Wage: \$9.40 per hour
Hours: 1.5 per day, Tuesdays and Thursdays

JANICE PREVAIL From: Title I Teaching Asst., West Broad St. Elem.
New Position To: ESL Teaching Asst., West Broad St. Elem.
Title III Funds Effective: January 19, 2010 through the end of the
2009-2010 School Year
Wage: \$13.31 per hour
Hours: 6 per day

MICHAEL SWENK From: Part-Time Custodian, Indian Valley
Replacement for To: Full-Time Custodian, West Broad St. Elem.
Jesus Hernandez (transfer) Beginning: January 18, 2010
Wage: \$18.84 per hour
Hours: 8 per day

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – SUPPORT STAFF (CONTINUED)

Recommendation to Ratify Transfers (Continued)

PAMELA WENGER From: Special Education Instructional Asst.-One-on-One,
Change in location West Broad St. Elementary
To: Special Education Instructional Asst. – One-on-One,
Franconia Elementary
Beginning: January 19, 2010
Wage: \$10.86 per hour
Hours: 6.25 per day

Recommendations for Employment

CARLY FOEDISCH Title I Teaching Assistant, E. M. Crouthamel Elem.
Replacement for Beginning: January 29, 2010
Jacquelyn Himmel (transfer) Wage: \$12.81 per hour
Hours: 6 per day

JOAN KABAKJIAN Special Education Instructional Asst. - Learning Support,
New Position Paid with Lower Salford Elementary
IDEA/Stimulus Funds Effective: January 26, 2010 through the end of the
2009-2010 School Year
Wage: \$10.03 per hour
Hours: 5.5 per day

RIGEL SCHOONOVER Title I Teaching Assistant, Franconia Elementary
Replacement for Beginning: January 19, 2010
Theresa Boyes (transfer) Wage: \$12.81 per hour
Hours: 6 per day

KIM TOLBERT Audio/Visual and Study Hall Aide, High School
Replacement for Beginning: January 19, 2010
Todd Pettit (resigned) Wage: \$9.60 per hour
Hours: 7 per day

Recommendation to Approve Mentors for the 2009-2010 School Year

LORI GRAF	Mentor for LYNDA LEONETTI	\$150.00
RUTH RAISNER	Mentor for LAURA FARABAUGH	150.00
ED GALLAGHER	Mentor for STEVEN GUSSOW	300.00
DENISE KIRSTEIER	Mentor for JENNIFER HARP	150.00
KERRY STANFIELD	Mentor for KAREN UBOWSKI	300.00
PAT BERGER	Mentor for ALYSSA MOONEY	150.00

CONSENT/ACTION AGENDA (CONTINUED)

Requests for Out-Of-State/Overnight Field Trips (Continued)

Souderton Area High School – Arrowhead/Unaliyi Staff – Grades 11-12

Destination: Portland, Oregon Dates: April 14-18, 2010 (Wed.-Sun.)

Purpose of Trip: Attend the JEA/NSPA Spring Convention and compete in a variety of Journalism competitions.

Number of Students: 16 Number of Chaperones: 2

Requesting Teacher/Sponsor: Dr. Stacey Aronow and Mike Feliciani

Trip expenses will be covered by students and High School Activity Fund.

Souderton Area High School – Life Guard and Adventure Class

Destination: Jim Thorpe, PA Dates: May 1, 2, 2010 (Sat., Sun.)

Purpose of Trip: Students will relate experiences from the trip in a journal and explain how those experiences correlated to the skills they learned in class.

Number of Students: 25-35 Number of Chaperones: 3

Requesting Teacher/Sponsor: James Schulte

Students will be paying for the trip expenses.

Indian Crest Middle School – Gifted Support Students – Grade 8

Destination: Jersey City, NJ Date: May 6, 2010 (Thurs.)

Purpose of Trip: Visit the Statue of Liberty and Ellis Island Museum and spend a portion of the day at the liberty Science Center.

Number of Students: 47 Number of Chaperones: 5

Requesting Teacher/Sponsor: Joseph Gunn

Students will be paying for the trip expenses.

Recommendation to approve employment of Community Education Staff and Salaries for the Winter/Spring 2010 Session. **EXHIBIT C**

Recommendation to accept a donation of \$1,500.00 from ESB Consulting, Inc., Mr. and Mrs. Paul Beskar, to be used by Oak Ridge Elementary School.

Recommendation to approve the North Montco Technical Career Center Budget for the 2010-2011 School Year as discussed at the January 6, 2010 Finance Committee meeting. **EXHIBIT D**

Recommendation to approve the Montgomery County Intermediate Unit Budgets for the 2010-2011 School Year as discussed at the January 6, 2010 Finance Committee meeting. **EXHIBIT E**

Recommendation for the Third Reading and Final Adoption of Policy #011 – Board Governance Standards/Code of Conduct. This policy has been reviewed by the Administrative Policy Review Committee, the Board Policy Committee, and also reviewed by the entire Board at the last two Board meetings. This policy is presented for a third and final reading and adoption. **EXHIBIT F**

DISCUSSION/ACTION ITEMS

Recommendation to Approve Administrative Transfer

CHRISTOPHER HEY

Replacement for
R. Bradley Clemens (retired)

Education

Pennsylvania State Univ. (BS) 1995
Beaver College (M.Ed.) 2001

From: Lead Assistant Principal, Senior High School
To: Director of Human Resources

CABINET

Beginning: August 1, 2010

Experience

July 2009-Present-Souderton Area School District -
High School Lead Assistant Principal
Feb. 2009-June 2009-SASD-High School-Interim
Principal
2001-Jan. 2009-SASD-High School-Assistant
Principal
1995-2001-Bristol Township S.D.-Biology, Earth &
Space, and General Science Teacher

Recommended Salary - \$123,000 (pro-rated)

Dr. Amuso presented the recommendation for Mr. Hey’s transfer to the Director of Human Resources to replace Mr. R. Bradley Clemens. He talked about Mr. Hey’s qualifications and reputation in the district.

There was a motion by Mr. Jelinski and a second by Dr. Baumgartner.

Mr. Currie commented on Mr. Hey’s reputation, qualifications, and people skills.

The vote was taken, and on a vote of 8 to 0, it was

RESOLVED, That the Board approve the transfer of Christopher Hey from Lead Assistant Principal at Souderton Area High School to the position of Director of Human Resources, replacing R. Bradley Clemens, effective August 1, 2010.

Mr. Hey thanked the Board and the administration for their support and stated that no one would ever be able to fill Mr. Clemens’ shoes. He was humbled by the offer to transfer to this position and hoped to live up to the Board’s expectations.

Recommendation to approve the Preliminary Budget for 2010-2011 and move forward to apply for eligible exceptions from the Pennsylvania Department of Education as discussed at the Finance Committee meeting on January 6, 2010.

Dr. Amuso explained the reasons for taking action now on the 2010-2011 Preliminary Budget. The administration must move forward at this time to apply for Act I exceptions to the local real estate index cap.

Mr. Bruchak made a brief presentation regarding the district’s history of expenditures and revenues. At this point, there is a budget shortfall of approximately \$5 Million. He highlighted the items in the budget that are responsible for major budget increases. Other sources of revenue that are falling short due to the economy are local property taxes, earned income taxes, transfer taxes, and investments. Mr. Bruchak also explained the impact of the millage rate, the state Act 1 index, and the local index on the budget. The

DISCUSSION/ACTION ITEMS

Recommendation to approve the Preliminary Budget for 2010-2011 and move forward to apply for eligible exceptions from the Pennsylvania Department of Education as discussed at the Finance Committee meeting on January 6, 2010.(Continued)

preliminary budget, as presented, calls for a 6.55% millage increase, which is a millage increase of \$244.98 per average household. Mr. Bruchak indicated that this millage increase will still present a half million dollar shortfall in the budget to be taken from Fund Balance or other revenue source.

Dr. Amuso recapped the budget presentation and noted that the district hopes to receive more information from the state when the Governor presents his budget on February 9th. In the meantime, the administration will move ahead to discuss solutions to the budget deficit. He indicated that there are a lot of factors that could change the budget between now and the final approval, scheduled for May 22, 2010.

A motion was made by Mr. Jelinski, with a second by Mr. Holliday to approve the 2010-2011 Preliminary Budget as presented.

Mr. Currie reiterated that this is a preliminary proposed budget and explained the reasons for taking action at this time. The administration will continue to rework the numbers over the next few months.

The motion was put to a vote, and on a vote of 8 to 0, it was

RESOLVED, That the Board approve the Preliminary Budget for 2010-2011 and move forward to apply for eligible exceptions from the Pennsylvania Department of Education.

EXHIBIT G

INFORMATIONAL

The public is invited to attend all meetings that are listed below:

The schedule of February 2010 meetings of the Souderton Area School District Board of School Directors is listed below:

Wednesday, February 3, 2010 – Finance Committee Meeting – 6:30 PM
Operations Committee Meeting immediately following the Finance Committee Meeting.
Policy Committee Meeting has been canceled.

Wednesday, February 17, 2010 – Education-Personnel Committee Meeting – 6:30 PM

Thursday, February 25, 2010 - Board of School Directors Meeting – 7:00 PM

All meetings of the Board of School Directors are held in the Tinner Board Room of the Souderton Area School District Administrative Office Building, 760 Lower Road, Souderton, PA.

The next North Montco Technical Career Center Joint Operating Committee Meeting is scheduled for Wednesday, February 17, 2010 in the Administrative Conference Room at North Montco, 1265 Sumneytown Pike, Lansdale, PA. The meeting will begin at 7:30 PM.

INFORMATIONAL (CONTINUED)

The public is invited to attend all meetings that are listed below:

The next meeting of the Montgomery County Intermediate Unit Board of Directors will take place on Wednesday, February 24, 2010 at 7:45 PM in Conference Rooms B3/B4, Montgomery County Intermediate Unit, 1605 West Main Street, Norristown, PA.

REPORT OF THE SOLICITOR

Kyle Berman, Esq.

No report.

UNFINISHED/NEW BUSINESS FROM THE BOARD

Mr. Brong reported that the North Montco Technical Career Center Joint Operating Committee (JOC) recently approved the release of bid information for the Center's building/renovation project. Bids will be approved at the March JOC meeting.

Mr. Brong announced that six (6) North Montco/Souderton students participated in the Pennsylvania Farm Show in the Horticultural category. Those students brought back a total of 13 awards, one of which was "Best in Show." These students will be recognized at a future Board meeting.

Mr. Currie talked about a project that Ted Poatsy, student at Souderton Area High School and Eagle Scout, planned for the Upper Salford Township Park. The district donated a flag pole from the old Souderton Area High School to Eagle Scout Poatsy who sculpted a memorial area using the flag pole and hardscaping materials to erect the memorial. Mr. Currie showed a picture of the finished project and congratulated Ted Poatsy on his accomplishment.

Dr. Baumgartner reported on a cost saving study conducted by the Montgomery County Intermediate Unit on transportation costs.

PUBLIC COMMENTS

Ernest Rosato, resident of Upper Salford Township, had a question about the PSERS increase cap.

ADJOURNMENT OF MEETING

With no further business to discuss, a motion was made by Mr. Holliday, with a second by Dr. Baumgartner to adjourn the meeting. On a vote of 8 to 0, it was

ADJOURNMENT OF MEETING (CONTINUED)

RESOLVED, That the Board adjourn the meeting at 7:50 PM.

Respectfully,

Robert P. Bruchak
Board Secretary