

Lehigh Area School District

Lehigh, Pennsylvania

Regular Meeting of School Board
Monday, November 17, 2014 at 7:00PM
Executive Session @ 5:45 PM

Minutes

Pledge of Allegiance

Call to Order - A regular meeting of the Lehigh Area School Board was held in the Administration Building, Conference Room A, on the above date and called to order at 7:00 p.m.

Roll Call -

	Present	Absent
Mr. Rocky Ahner, Member	X	☐
Mr. William J. Hill, Jr., Member	☐	X
Mr. Stephen L. Holland, Member	X	☐
Mrs. Lori Nothstein, Member	X	☐
Mr. Hal Resh, Vice-President	☐	X - Arrived 7:20 p.m.
Mr. Larry Stern, Member	☐	X
Mr. Wayne Wentz, Member	X	☐
Mr. Andrew Yenser, Treasurer	X	☐
Mrs. Gloria Bowman, President	X	☐
Mr. Brian Feick, Business Manager	X	☐
Mr. Jonathan Cleaver, Superintendent	X	☐
Attorney William Schwab, Solicitor	X	☐
Ms. Bonnie Cortese, Recording / Asst. Bd. Sec.	X	☐

**** Notice of Executive Session**

Public Comment on Agenda -

1. David Bradley - Item C - Safety of the Students

- *Attended MS Asbestos Abatement Meeting by Jeff Miller*
- *Is it true that the board never reviewed the asbestos abatement plan?*
- *There are shortfalls to the original plan.*
- *You did not allow the engineer that was present to speak.*
- *You never entertained having a summer schedule for abatement.*
- *Would like the rest of my minutes for a moment of silence for all the senior citizens who will be hurt by the cost of these projects.*

Jonathan Cleaver -

- Clarification ... the expert you brought to the meeting.. was his name Patrick McGuinness?

No response from Mr. Bradley.

- Mr. Bradley, was his name Mr. McGuinness an engineer from Occupational & Environmental Analysis, a health and energy environmental affairs engineer?

No response from Mr. Bradley.

- Is it not true that you paid Mr. McGuinness to come to this meeting?
- I spoke with Mr. McGuinness who assured me that this project could be done safely using our plan. So I just want to thank you for bringing him to our meeting for another verification that we are doing the right thing.

Presentations - None

Communications -

1. Superintendent's Report – Mr. Cleaver
 - Asbestos removal meeting at the MS on 11/10/2014. Meeting went well.
 - School Performance profiles were released. As a District we improved a little over 1%. Out of 20 Carbon school buildings, 7 had an improved score for the 2012-2013 school year. LASD accounted for four of those seven.
 - Complete building surveys to be completed at the MS and HS on 11/20 & 21/2014.
 - Reminder to check LASD website for information relative to the holiday concert series.
2. Finance Report - Mr. Feick
 - PrimeroEdge software is online. Parents can go online to view balances / purchases / link siblings. Instructions are on the website.
3. Board President's Report – Mrs. Bowman
 - Epson Interactive overhead trainings.
 - Ipads in all elementary schools
 - Sound of Music at the MS - 11/24, 25/2014
 - Dream Catchers Award for MS, created 2010 (Teachers naming teachers) (Sept - Jen Lopata; Oct - Ken Eck; Nov - Sarah Devitt)
 - MS - Red Ribbon Week - Harlem Globe Trotter
 - Family Consumer Science - hatching eggs
 - TPEI (Mrs. Tobash & Mrs. Rex) - manufacturing is cool - video contest
 - Elementary - Visitations from Volunteer Fire Companies
 - Mr. Blakeslee - initiated a bullying program
 - In line with the Wellness Policy - a yoga program for employees is on Wednesdays at the HS
 - Alternative Ed program operated by Mrs. Evans
 - Red Cross Bloodmobile - booked
 - SAT classes cancelled - low enrollment
 - Scholastic Scrimmage - in process

4. Leighton Memorial Library Report – Mrs. Nothstein
 - 10/30/2014 - Meeting
 - The Leighton Fire Co. donated money & two fire extinguishers
 - Month of October - Headstart
 - Pre-school reading on Wednesdays at 10:15 a.m.
 - Book Club - monthly meetings
 - Next meeting 12/2/2014
5. Legislative Policy Committee of PSBA Report – Mr. Ahner
 - Panther Valley in a lawsuit with the state due to low funding
 - HB1816 - Trash bill - used for campaigns
 - Atty. Schwab - There is a law that Districts must report any known offense. However, an individual could resign prior to the District knowing anything. Woman marry and PDE doesn't match their married name with their maiden name. This District is in full compliance since the Act went into effect.
6. Title I Advisory Committee Report – Mrs. Bowman
 - Grant application was approved.
 - 11/19/2014 - Parent Meeting
7. CCTI Report - Student Reporting: Kenneth Dotter / David Reinhold (Director)
 - PSAT - 10/15/2014 - 45 students
 - SKILLS USA - 11/19, 21, 25/2014 - 49 students
 - STEM I Competition - Theme "Building a Stronger PA"
 - "The Giving Tree" - community service project to support Family Promise and Peaceful Knights of Carbon County
 - Current Leighton enrollment - 96
 - SPP Academic Score for 2013-2014 rose 3.7 % to 79.2%
 - Career & technical based industry standard (NOCTI/NIMS) overall score - 96%
 - CCTI will offer SAT courses December - March
 - Mr. Cleaver - CCTI Superintendent of Record - Very impressed with CCTI achievements and offers opportunities to students.
8. CLIU Report – Mr. Wentz
 - Meeting 11/17/2014
9. Student Representative Report – Britani Graver
 - SADD - Red Ribbon Week - Students signed pledges
 - National Honor Society - 70 Juniors and Seniors were invited to apply. Application due 11/14/2014. Induction 12/3/2014.
 - Red Cross - Blood Drive - Community donor times 12:30 - 4 p.m. 11/24/2014.
 - Scholastic Scrimmage - Participating in QuizNet (8-week on-line tournament) Also competing on Ch. 39 in Bethlehem on 12/10/2014, and a spring competition in the Carbon Co. Academic Bowl.
 - FBLA - Regionals 12/12/2014.
 - Interact Club - Purple Pinky Project - fights polio
 - FCCLA - 10/30/2014 - 22 members attended Eastern Regional Leadership Conference. Canned goods donated to Zion UCC's "Feed-a-Neighbor" program. 12/14/2014 to visit the Summit Nursing Home.
 - Student Council - Winter formal 2/7/2015
 - Second Semester tutoring for finals.
 - Upcoming events: MS - Sound of Music - 11/24,25/2014; HS - Jim Tkach presentation - 11/25/2014; SAT testing - 12/6/2014; Winter Band Concert 12/12/2014; Winter Choral concert - 12/19/2014; LAHS Senior Class hosting a NYC trip on 12/13/2014.

10. Solicitor's Report – Attorney William Schwab - *written*
11. Building/Grounds Report - Mr. Wentz
 - Meeting 11/11/2014
 - AED units were received and distributed
 - LED lights were installed in the HS cafeteria
 - Fields were winterized with top dressing
 - SD basketball back board installed
 - Next meeting - 12/16/2014
12. LCCC – Mr. Stern - *absent*
13. Academic Affairs Committee Report – Mrs. Bowman
 - Next meeting 12/10/2014 - review two different reading series
14. Policy Committee Report - Mrs. Bowman
 - Reviewed three policies
15. Athletic Committee Report - Mr. Wentz
 - Intramurals - 40 students
 - Football - 1st year in the Anthracite League - Qualified for Districts
 - Best band in the county
16. Wellness Committee Report – Mr. Ahner
 - Lauren Williams - Nutrition Group - Sept/Oct Report

Approval of Minutes -

MOTION by Mr. Wentz, SECONDED by Mr. Yenser to approve the Minutes of the October 27, 2014, regular meeting.

VOTE: YES - 7 NO - _____ ABSENT - 2 ABSTENTIONS - _____ Motion carried.

MOTION by Mr. Yenser, SECONDED by Mr. Wentz to approve the Minutes of the November 10, 2014, workshop meeting (with clarification regarding Mr. Bradley's outburst).

VOTE: YES - 7 NO - _____ ABSENT - 2 ABSTENTIONS - _____ Motion carried.

Financial Matter -

Activities Report MOTION by Mr. Ahner, SECONDED by Mr. Wentz to approve the Lehigh Area High School Activities Fund for October 2014

VOTE: YES - 7 NO - _____ ABSENT - 2 ABSTENTIONS - _____ Motion carried.

**Payment
Of Bills**

MOTION by Mr. Yenser, SECONDED by Mr. Ahner to approve the Payment of Bills:

General Fund	\$	924,911.68
--Benefits	\$	597,835.43
--Payroll(October)	\$	1,235,712.62
--Debit Card	\$	1,231.34
Food Service Fund	\$	144,314.67
Capital Reserve	\$	-----
Athletic Fund	\$	12,729.56
Athletic Proj. Fund	\$	-----
Total	\$	2,916,735.30

VOTE: YES - 7 NO - ABSENT - 2 ABSTENTIONS -
Motion carried.

**Project
Professional
Service
Contracts**

MOTION by Mr. Wentz, SECONDED by Mr. Yenser to approve the following payments on Project Professional Service Contracts:

1. JMSI Environmental - Middle School Asbestos Abatement Project Design (bid package) - Contracted amount \$1,800.00 - paid \$1,746.00 (3% discount taken).

2. Barry Isett and Associates -

Project No. 01021512.009

Civil Design

Budget amount: \$45,000.00
Total paid to date: \$28,800.00
Current invoice amount: \$3,600.00
(72% complete)

Reimbursable Expenses

\$7,102.19

Architectural Design

Budget amount: \$142,600.00

Total paid to date: 0

Current invoice amount: \$11,442.50

Total Invoice

\$22,144.69

Project No. 01057414.000

Municipal Services

\$297.50

Construction Adm.

\$318.75

Total Invoice

\$616.25

VOTE: YES - 7 NO - ABSENT - 2 ABSTENTIONS -
Motion carried.

Treasurer's Reports MOTION by Mr. Yenser, SECONDED by Mr. Wentz to approve the following reports:

- a. Revenue Report
- b. Budget Report
- c. Treasurer's Reports
 - 1. General Fund
 - 2. Capital Reserve Fund
 - 3. Food Service Fund
 - 4. Athletic Project Fund

VOTE: YES - 7 NO - ABSENT - 2 ABSTENTIONS -
Motion carried.

Per Capita/ Occ. Tax Exemptions MOTION by Mr. Yenser, SECONDED by Mr. Wentz to approve exemptions from Per Capita and/or Occupational Tax per the attached list.

VOTE: YES - 7 NO - ABSENT - 2 ABSTENTIONS -
Motion carried.

D. Smith Occ. Tax Refund MOTION by Mr. Wentz, SECONDED by Mr. Yenser to refund the Occupational Tax payment for year 2014 in the amount of \$125.00 to Donald L. Smith.

VOTE: YES - 7 NO - ABSENT - 2 ABSTENTIONS -
Motion carried.

District Compliance Officer MOTION by Mr. Yenser, SECONDED by Mr. Holland to approve the resolutions as recommended by the Finance Committee to authorize the Business Administrator as the District Compliance Officer regarding bonds, notes, or other obligations.

VOTE: YES - 7 NO - ABSENT - 2 ABSTENTIONS -
Motion carried.

**ACE Grant
For the MS
Accepted**

MOTION by Mr. Ahner, SECONDED by Mr. Wentz to accept the Alternate / Clean Energy Program Grant awarded in the amount of \$1,450,000 by the Commonwealth of PA Financing Authority for the design, renovation, and construction of the Lehigh Area Middle School into a USGBC LEED Gold HPB.

VOTE: YES - 7 NO - ABSENT - 2 ABSTENTIONS -

Motion carried.

**ACE Grant
For the HS
Accepted**

MOTION by Mr. Yenser, SECONDED by Mr. Wentz to accept the Alternate / Clean Energy Program Grant awarded in the amount of \$1,065,000 by the Commonwealth of PA Financing Authority for the design, renovation, and construction of the Lehigh Area High School into a USGBC LEED Gold HPB.

VOTE: YES - 7 NO - ABSENT - 2 ABSTENTIONS -

Motion carried.

**SHINE
Meal Costs
Altered**

MOTION by Mr. Ahner, SECONDED by Mr. Wentz as recommended by the Finance Committee to amend a previous motion made at the August 25, 2014 Board Meeting approving the contract with Lehigh Carbon community College for the district to supply meals to the 21st Century Grant (Carbon County Shine After-School Program) administered by Lehigh Carbon Community College held in the Shull-David Elementary School. The district passed the motion to be reimbursed \$3.50 per meal served. The amended motion is to approve the reimbursement to be \$3.40 per meal served retroactive starting November 3, 2014 keeping the price of reimbursement the same as the 2013-2014 contract.

VOTE: YES - 7 NO - ABSENT - 2 ABSTENTIONS -

Motion carried.

**RefPay
Program
Approved**

MOTION by Mr. Ahner, SECONDED by Mr. Holland as recommended by the Finance Committee to approve paying sport officials electronically through the RefPay program.

VOTE: YES - 7 NO - ABSENT - 2 ABSTENTIONS -

Motion carried.

Delinquent Taxes MOTION by Mr. Yenser, SECONDED by Mr. Wentz as recommended by the Finance Committee, to authorizing Powell, Rodgers and Speaks to report delinquent per capita and occupational taxes to the credit reporting agencies.

VOTE: YES - 7 NO - ABSENT - 2 ABSTENTIONS -
Motion carried.

MS Abatement Security Denied MOTION by Mr. Wentz, SECONDED by Mr. Yenser to enter into a proposed agreement with Lehigh Valley Law Enforcement Association to provide the perimeter security during the Middle School Asbestos Abatement Project.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Stephen Holland, Member	X	☐	☐	☐
Mrs. Lori Nothstein, Member	☐	X	☐	☐
Mr. Hal Resh, Vice-President	☐	X	☐	☐
Mr. Larry Stern, Member	☐	☐	X	☐
Mr. Wayne Wentz, Member	X	☐	☐	☐
Mr. Andrew Yenser, Member	X	☐	☐	☐
Mr. Rocky Ahner, Member	☐	X	☐	☐
Mr. William J. Hill, Jr., Member	☐	☐	X	☐
Mrs. Gloria Bowman, President	X	☐	☐	☐

VOTE: YES - 4 NO - 3 ABSENT - 2 ABSTENTIONS -
Motion Denied for Lack of Majority.

Conferences Approved MOTION by Mr. Ahner, SECONDED by Mr. Holland to approve attendance at the following conferences:

1. Lory Frey - A/CAPA Conference in Hershey, PA - February 25 - 27, 2015, at a cost not to exceed \$750.00.
2. Rebecca Mastroddi - A/CAPA Conference in Hershey, PA - February 25 - 27, 2015, at a cost not to exceed \$750.00.
3. Lory Frey - Data Quality Summit Conference in Hershey, PA - March 22 - 25, 2015, at a cost not to exceed \$750.00.

VOTE: YES - 7 NO - ABSENT - 2 ABSTENTIONS -
Motion carried.

PETE&C Conference Approved MOTION by Mr. Ahner, SECONDED by Mr. Yenser to approve **Melissa Volcskai, Stephen Kalbach, Charles Bachert, and Jennifer Evans** to attend the Pennsylvania Educational Technology Expo and Conference (PETE & C) at the Hershey Lodge and Convention Center, February 8 - 11, 2015, at a cost not to exceed \$1,750.00. Funding provided through the Curriculum Department.

VOTE: YES - 7 NO - _____ ABSENT - 2 ABSTENTIONS - _____
Motion carried.

Personnel -

C. Schuler Co-Advisor Chess MOTION by Mr. Yenser, SECONDED by Mr. Ahner to approve **Cody Schuler** as a Co-Advisor for Chess for the 2014-2015 school year. As a Co-Advisor, the stipend will be shared with another Advisor.

VOTE: YES - 7 NO - _____ ABSENT - 2 ABSTENTIONS - _____
Motion carried.

Coursework Requests MOTION by Mr. Resh, SECONDED by Mrs. Nothstein to approve the following requests for pre-approval of courses/Programs of Study for continuing education:

1. **Jessica Bruch** - January 20 - May 9, 2015 / Reading & Language Development for Diverse Learners
2. **Jessica Bruch** - January 20 - May 9, 2015 / Assess & Evaluate Literacy
3. **Sarah Devitt** - January 20 - April 21, 2015 / Integrating Technology into Curriculum
4. **Angela Harris** - January 20 - May 9, 2015 / Reading & Language Development for Diverse Learners
5. **Angela Harris** - January 20 - May 9, 2015 / Assessment & Evaluation of Literacy
6. **Megan Kibler Scimeca** - January 20 - May 9, 2015 / Teaching Content Area Reading to Diverse Learners
7. **Megan Kibler Scimeca** - January 20 - May 9, 2015 / Reading & Language Development for Diverse Learners

VOTE: YES - 7 NO - _____ ABSENT - 2 ABSTENTIONS - _____
Motion carried.

FMLA Leaves MOTION by Mr. Yenser, SECONDED by Mr. Resh to acknowledge FMLA leaves for the following employees, not to exceed 12 weeks:

1. **Employee #824** - effective November 12, 2014
2. **Employee #1367** - effective March 14, 2015

VOTE: YES - 7 NO - _____ ABSENT - 2 ABSTENTIONS - _____
Motion carried.

**Tutors
Approved**

MOTION by Mr. Resh, SECONDED by Mr. Ahner to approve the recommendation to hire the following professionals as instructors / tutors for the following programs, for a maximum of 4 hours per week at the contracted hourly rate (\$29.00 per hour):

1. **Beth Daubert** - Biology - HS - Keystone Remediation (retroactive)
2. **Amber Konek** - Lang. Arts - HS - Keystone/PSSA Tutor
3. **David Hauser** - Lang. Arts - HS - Keystone/PSSA Tutor
4. **Melissa Blocker** - Science - HS - Keystone/PSSA Tutor
5. **Rick Bennett** - Math - HS - Keystone/PSSA Tutor
6. **Jessica Corliss** - MS - Keystone / PSSA Tutor
7. **Jennifer Tracy** - MS - Keystone / PSSA Tutor
8. **Sarah Devitt** - MS - Keystone / PSSA Tutor
9. **Jena Wank** - MS - Keystone / PSSA Tutor

VOTE: YES - 7 NO - _____ ABSENT - 2 ABSTENTIONS - _____
Motion carried.

**Tentative
Sabbatical
Approved**

MOTION by Mr. Ahner, SECONDED by Mr. Wentz to approve a tentative sabbatical leave for **Cristi Marchetti**, high school English teacher, for the 2014-2015 second semester (1/16 - 6/16/15) dependent on her acceptance into the Fulbright Distinguished Award in Teaching Program.

VOTE: YES - 7 NO - _____ ABSENT - 2 ABSTENTIONS - _____
Motion carried.

**K. Kintz
Hired As
Lunch Aide**

MOTION by Mr. Ahner, SECONDED by Mrs. Nothstein to hire **Kathleen Kintz** as a lunchtime aide assigned to Shull-David Elementary Building, effective November 18, 2014, at the rate of \$7.25 per hour.

VOTE: YES - _____ NO - _____ ABSENT - _____ ABSTENTIONS - _____

Miscellaneous -

- School Journey Requests** MOTION by Mr. Yenser, SECONDED by Mrs. Nothstein to approve the following School Enrichment Journey requests:
1. **MS - Selected Students (A. Tobash/A. Rex)** - November 18, 2014 (7:45 - 11:45 a.m.) - to travel to TPEI (Blakeslee Blvd.) for a video contest.
 2. **HS Girls Basketball (E. Gidney)** - December 21, 2014 (10 a.m. - 7 p.m.) - to travel to Penn State University to see a Girls Basketball Game.
 3. **MS Jazz Ensemble (T. Weidner)** - February 27, 2015 (5 - 11:30 p.m.) - to travel to Nitschmann Middle School in Bethlehem, PA to participate in a Jazz Festival.
 4. **MS Jazz Ensemble (T. Weidner)** - March 6, 2015 (5-11:30 p.m.) - to travel to Northeast Middle School in Bethlehem, PA to participate in a Jazz Festival.
 5. **MS Grade 5/6 Chorus (T. Weidner)** - April 11, 2015 (7:30 a.m. - 5:30 p.m.) - for selected students to travel to Southern Lehigh School District to participate in an honors chorus festival.
 6. **MA Kindergarten (V. Kocher / M. Geiser / T. Cardell)** - April 14, 2015 (8:45 a.m. - 2:30 p.m.) to travel to Crayola Factory for a field trip.
 7. **MS Grade 5/6 Band (T. Weidner)** - May 1, 2015 (11:30 a.m. - 8:30 p.m.) - to travel to Weatherly, PA to participate in an honors band festival.
 8. **HS Ind. Living Students (J. McHugh)** - December 5, 2014 (8 - 9 a.m.) - to travel to Giant as part of curriculum.
 9. **HS - FCCLA (J. McHugh)** - December 14, 2014 (2-4 p.m.) - to travel to the Blue Mtn. Summit Nursing Home in Lehighton.
 10. **MA Grades K-4 (PTO)** - December 18, 2014 (9 - 11 a.m.) - Snow date December 19, 2014 - to travel to Mahoning Valley Cinema to see a movie as the PTO Christmas Gift to the students.

VOTE: YES - 7 NO - _____ ABSENT - 2 ABSTENTIONS - _____
Motion carried.

Programs -

- Use of School Property** MOTION by Mr. Wentz, SECONDED by Mr. Ahner to approve Use of School Property for:
1. **Understanding Wildlife (A. Sebelin)** - February 10, 2015 (3-9 p.m.)
to use the Middle School Auditorium for a Wildlife Program
 2. **Dance With Kim (K. Semmel)** - May 27 & 28, 2015 (4-8 p.m.) and May 31, 2015 (1-7 p.m.) - to use the High School Auditorium and Classroom A142 for their Annual Dance Production. (Previously approved with different dates - resubmitted)

VOTE: YES - 7 NO - _____ ABSENT - 2 ABSTENTIONS - _____
Motion carried.

**Winter
Credit
Recovery
Program**

MOTION by Mr. Wentz, SECONDED by Mr. Yenser to approve Lehigh Area High School to offer a winter credit recovery program for students at a cost not to exceed \$150 per class using the APEX Learning System for 15, 2-hour sessions for the month of February 2015.

VOTE: YES - 7 NO - _____ ABSENT - 2 ABSTENTIONS - _____
Motion carried.

**SAT Prep
Class
Approved**

MOTION by Mr. Wentz, SECONDED by Mrs. Nothstein to approve Lehigh Area High School to offer SAT Prep classes in Language Arts and Math during the 2014-2015 school year at no cost to the district. The current cost is \$25 per student. These costs will be waived for all Lehigh students in order to prepare our students for the SAT exam.

VOTE: YES - 7 NO - _____ ABSENT - 2 ABSTENTIONS - _____
Motion carried.

Old Business for Discussion -

1. Mr. Ahner -

- *Requested our District visit Susquehanna Co. Vo-Tech and Reading CTC to research their program.*
- *Partner with businesses*
- *Would like all five county schools to come together in this endeavor.*

New Business for Discussion -

1. Addendum -

**Approved
LASD
Comp. Plan**

MOTION by Mr. Wentz, SECONDED by Mr. Yenser to approve and accept the Lehigh Area School District, Comprehensive Plan that was sent to the board electronically and placed on our District Website, Wednesday, October 15, 2014, for public review and comment.

VOTE: YES - 7 NO - _____ ABSENT - 2 ABSTENTIONS - _____
Motion carried.

Substitute Hires MOTION by Mrs. Resh, SECONDED by Mr. Holland to approve the attached list of candidates for the 2014-2015 Substitute list pending clearances.

VOTE: YES - 7 NO - _____ ABSENT - 2 ABSTENTIONS - _____
Motion carried.

Courtesy of the floor / Public Comment -

Gloria Bowman - Just a reminder that if there are any personal attacks during the Courtesy of the Floor, you will be removed from the board meeting.

1. David Bradley -

- *The board has not responded and dealt with the following:*
- *Continued decision to add distress*
- *Raising taxes with a pocket full of money*
- *Third party repairs - elementary*
- *Alteration to plan and ignore Jericho plan*
- *All repairs*
- *Employee showing personals & asked to resign without notifying police.*

Gloria Bowman -

- *Mr. Bradley back several months ago, you made an appointment to meet with the Business Manager and you did not show up.*

Brian Feick -

- *When can you meet? I'm available January 8th.*

Adjournment -

Next regular scheduled meeting is the re-organization meeting on Monday, December 1, 2014.

MOTION by Mrs. Yenser, SECONDED by Mr. Wentz to adjourn the meeting at 8:20 p.m.

VOTE: YES - 7 NO - _____ ABSENT - 2 ABSTENTIONS - _____
Motion carried.

Respectfully submitted


Brian Feick
Board Secretary

(Minutes of November 17, 2014 include Pages 1 through 13)